

CR

Non-Discrimination  
Policy

*[Handwritten signature]*  
Civil Rights - Non-  
Discrimination  
X 6333

March 2, 1964

Mr. Fullmer H. Latter  
Secretary-Treasurer  
Teamsters Local No. 222  
443 South 8th East Street  
Salt Lake City 2, Utah

Dear Sir and Brother:

In reply to your letter of February 25, 1964, I am enclosing copies of Executive Orders Number 10925 and Number 11114. In addition, I am enclosing copies of other material that you may find helpful in connection with the President's Committee on Equal Employment Opportunity.

Fraternaly yours,

James R. Hoffa  
General President

JRH/mh  
Enclosures



**TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS**

443 SOUTH 6TH EAST STREET — SALT LAKE CITY 2, UTAH

LOCAL UNION 222

PHONE EL 9-7791

February 25, 1964

James R. Hoffa, General President  
I. B. of T. C. W. & H. of A.  
25 Louisiana Avenue, N.W.  
Washington 1, D.C.

Dear Sir and Brother:

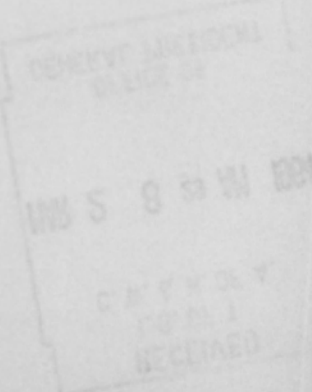
Presidential Executive Order 10925 and 11114 relating to non-discrimination and employment is assuming a place of greater importance. We understand our Local Union will be required to furnish a letter to the Associated General Contractors of America, Utah Chapter stating our position in the implementation of the policy and provisions of Executive Order 10925 and 11114.

We would greatly appreciate having a copy of these two Executive Orders for our files.

Fraternally yours,

Fuller H. Latter  
Secretary-Treasurer

PHL:c



"Have It Delivered"  
BY TRUCK

Civil Rights -  
Non-Discrimination  
Policy  
X

# ANY PERSON

SHALL BE ELIGIBLE TO MEMBERSHIP IN THIS ORGANIZATION; PROVIDED, THAT HEREAFTER NO PERSON SHALL BE ELIGIBLE FOR MEMBERSHIP IN THE INTERNATIONAL UNION WHO HAS WILLFULLY REFUSED TO BECOME A CITIZEN OF EITHER THE UNITED STATES OR CANADA OF THE COUNTRY IN WHICH HIS LOCAL UNION IS CHARTERED, AT HIS OPTION.

Article II, Section 2(a) International Brotherhood of Teamsters' Constitution



Teamster Policy Under HOFFA  
Is One Of No Discrimination

Turn the page

Rec. for filing 4/1/63



International Brotherhood of Teamsters  
General Executive Board

## Resolution on Randolph Censure

**T**HE General Executive Board of the International Brotherhood of Teamsters deplores the resolution adopted by the recent meeting of the Executive Council of the AFL-CIO which censured A. Philip Randolph and charged him with bearing the "major" responsibility for the "gap that has developed between organized labor and the Negro community."

This motion of censure is a gross injustice to a labor leader who has done more than anyone else in the labor movement to maintain its integrity and unity in the fight for the complete integration of Negro and white workers in the house of labor, who has struggled tirelessly, courageously and consistently for this goal.

This injustice is particularly shocking in view of the fact that no measure of equal force has ever been adopted by the AFL-CIO Executive Council against any leaders of AFL-CIO affiliates which continue to maintain Jim Crowism in their organizations.

The International Brotherhood of Teamsters recognizes that the American labor movement has made greater advances in organizing and in improving the living standards of Negroes than any other voluntary, public organization or institution in this country.

The International Brotherhood of Teamsters together with many others who also champion both the labor movement and civil rights, categorically rejects the charges leveled against that distinguished advocate of trade unionism and human brotherhood, A. Philip Randolph.

*James R. Hoffa      John F. English*

INTERNATIONAL BROTHERHOOD OF

**TEAMSTERS**

CHAUFFEURS, WAREHOUSEMEN  
AND HELPERS OF AMERICA

**NEWS SERVICE**

25 LOUISIANA AVE. N. W. WASHINGTON 1, D. C. • STerling 3-8525

April 16, 1968

FOR IMMEDIATE RELEASE

Teamster President James R. Hoffa has urged the 1,500,000 members of his giant union to practice "non-discrimination because of race, color, or creed."

In a letter sent today to all local unions, Hoffa asserted that the Teamster non-discrimination policy "means nothing unless we are prepared to take positive action."

He specifically urged each local union "to assist in obtaining employment for everyone," regardless of race or creed.

"As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets," he declared.

Pointing out that the Teamsters International Union has a policy of non-discrimination, Hoffa asserted that "this is based not only upon our Constitution, but also upon the traditional belief of the labor movement in the brotherhood of man. At the February meeting of the General Executive Board in Miami, this policy was reaffirmed."

He said: "As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen."

"On behalf of the General Executive Board, I urge each and every local union to take positive action in this regard."

He cited the Teamster Constitution (Section 2, Article II) which declared: "Any person of good moral character, employed in the craft or the various employments over which this International Union has jurisdiction, shall be eligible to membership in this organization."

He wrote that "the General Executive Board asks your full support in enforcing our non-discrimination policy."

INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
CHAUFFEURS · WAREHOUSEMEN & HELPERS  
OF AMERICA

MAIN AND PRINCIPAL OFFICE: 2201 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF  
• JAMES R. HOFFA •  
GENERAL PRESIDENT  
20 LOURMARA AVE. N.W.  
WASHINGTON 1, D. C.



April 16, 1958

TO ALL LOCAL UNIONS, JOINT COUNCILS,  
AREA CONFERENCES AND GENERAL ORGANIZERS

Dear Sir and Brother:

As you know, the Teamsters International Union has a policy of non-discrimination because of race, color, or creed. This is based not only upon our Constitution, but also upon the traditional belief of the labor movement in the brotherhood of man.

At the February meeting of the General Executive Board in Miami, this policy was reaffirmed. However, to simply reaffirm this policy means nothing unless we are prepared to take positive action.

As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen.

Our International Constitution (Section 2, Article II) states:

"Any person of good moral character, employed in the craft or the various employments over which this International Union has jurisdiction, shall be eligible to membership in this organization."

On behalf of the General Executive Board, I urge each and every local union to take positive action in this regard. Not only should we accept for membership all persons who are eligible, each local should also assist in obtaining employment for everyone, regardless of race, creed, or color.

As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets. The General Executive Board asks your full support in enforcing our non-discrimination policy.

Fraternally yours,

*James R. Hoffa*  
James R. Hoffa  
General President



## Plain Talk

### Hoffa on Integration

During his question-and-answer period in Baton Rouge, La., deep in the heart of the Southland, President Hoffa was asked this question: How does the Teamsters Union stand on the subject of integration?

A buzz engulfed the audience and Hoffa said: "Just a minute. I never ducked a question in my life." Then he answered as follows:

"I want to answer by saying first of all that I recognize only one type person in the United States and that is the American citizen. And I recognize the fact that all blood is red. And I recognize the fact that when we had a war, regardless of race, color or creed, we banded together.

"And I recognize the fact above and beyond all, that human beings, being what they are, must live together or have individuals take advantage of their separation.

"I personally have no hate in my heart for color, whether it be white, black or yellow. And I say to you that it is not a question of integration; it is a question first of whether or not we are all Americans, and second, whether or not we have a right socially to do certain things we want to do as individuals, and third, whether or not by sheer economics we must band together for self-protection to have our social rights.

"Therefore, I say to you that it is necessary to recognize that there can be no division of color, race or creed when it comes to meeting at a bargaining table with your employer. Therefore, you must forget the question of integration but recognize only one thing—that your employer doesn't hesitate to hire regardless of color.

"Those individuals, whether they're white or whether they're black, must be recognized as individuals who can win or destroy a strike, or destroy a bargaining question.

"And therefore, I say to you as an individual, I believe all men are born equal with rights, and whether I get a vote here tonight or not, I will not stand here and tell you that an individual does not have the same rights because of color.

"But I will say to you also that every individual has a right socially to determine whether he associates with one man or the other. That is his own right, but that is not the question here; this is a question of collective bargaining."

The meeting which Hoffa addressed was unsegregated.

April, 1959



## IBT Local Elects Slave's Son

The son of a North Carolina slave has been elected President of the 13,000-member Teamster Local 237, New York City, succeeding the late Henry Feinstein.

William Lewis, who has served as trustee for Local 237, was unanimously elected by the local executive board to complete the remaining three years of Feinstein's term.

The 62-year-old Lewis was born in a two-room frame house in Battleboro, N. C., into a family of two boys and four girls. His father, who was freed from slavery as a young man after the Civil War, was a sharecropper and a part-time carpenter.

Lewis completed high school, and took a two-year course at North Carolina State Teachers College. After

graduating among the top five in his class, he was recommended on the basis of scholarship, leadership and character to the post of principal of an elementary school in North Carolina.

He was principal of the school, and taught the first three grades for two years. He then began studying for a Bachelor of Arts degree at Lincoln University in Pennsylvania.

He had to quit two years later when his money ran out. Lewis then moved to Buffalo to work in a steel mill. Later he returned to New York, again hoping to go back to college. However, he never did as he became interested in the trade union movement and joined the Teamsters.



WILLIAM LEWIS  
New President of Local 237

## Meany Faces Crisis On Negro Issue

*Editor's Note: The following article was written by Ray Tucker, a syndicated columnist, and appeared in the Newark News and other publications throughout the country.*

A crisis rivaling in danger his running feud with "Jimmy" Hoffa confronts George I. Meany as a result of the refusal of many AFL-CIO unions to admit Negroes to membership. Ironically, the latest incident involving this issue has arisen in the midst of the civil rights debate on Capitol Hill.

With membership dropping except in Hoffa's Teamsters, an outlawed unit, the AFL-CIO president fears that colored workers may boycott or even pull out of his organization to form their own labor front. It is not alone the racial discrimination practiced by many unions which has angered them and caused protests against the leadership.

Meany himself provoked them when he questioned in angry tones the right of A. Philip Randolph, head of the Railroad Porters, to speak for colored workingmen at the last convention. The reaction to this seeming slight was so alarming that the railway brotherhoods immediately opened their ranks to Negroes after years of stalling. They did not thank Meany for forcing their hand.

**Denounced Powell**—The AFL-CIO head also was denounced for characterizing Rev. Rep. Adam C. Powell as a "racist." Meany also said that the Harlem minister's promotion to chairmanship of the House education and labor committee was "terrible." Almost every Negro leader and publication condemned Meany for this attack on a prominent member of their race.

Now, in an apparent attempt to appease an influential and rebellious group, Meany has blamed Vice President Nixon for the colored workers' difficulties in getting jobs on federal projects.

It is a bizarre racial and political spectacle in that it involves John Roosevelt, F.D.R.'s son, and Matthew H. McCloskey of Philadelphia, leading contractor and treasurer of the Democrat National Committee.

Blames Nixon, not McCloskey—Nixon is chairman of the President's Committee on Government Contracts, and Labor Secretary James P. Mitchell is vice chairman. Roosevelt is a member. An important assignment of the committee is to prevent any racial discrimination on federal projects.

The latest flareup involves an electrical union in the District of Columbia which refuses to admit Negroes to membership. Meany charges that the Nixon group has failed to use its influence to force the union to comply with federal regulations. He maintains that it should penalize the contracting employer (not McCloskey) for continuing to deal with the offending union.

On another project last fall, Contractor McCloskey offered to bring union steel workers from Philadelphia when another local refused to hire colored men. The Nixon committee refused to sanction such "evasion." Moreover there was serious unemployment in steel ranks at Washington. The committee also felt that Meany could force the union to comply through threats of suspension or expulsion. He did not dare to discipline them.

**Union politics prod Meany**—Now, Meany has gone so far as to offer to procure nonunion workers for a new job in order to outmaneuver the local electricians. Under law, they cannot work on a federal contract unless they join the union within 30 days. But, with the local here refusing to accept them, they cannot comply with this provision.

Recently, Meany has begun to crack down on unions which persist in Jim Crow practices. His efforts have been futile as the officers refusing to obey him are supported strongly by their membership.

Partisan and union politics appear to prod Meany. As an outstanding Democrat, he would not be unwilling to embarrass Nixon in the midst of the civil rights controversy and in a presidential election year.

Even more importantly, having lost Hoffa's 1,500,000 Teamsters and their dues, he cannot afford to let the colored workers walk out, as some have threatened to do. It might cost him his \$50,000-a-year presidency.

## Facts Misrepresented

## Negro Members Protest 'Bias' Charge

THE union-busting McClellan Committee, headed up by that "Great Supporter" of Civil Rights, John McClellan, which has a hypocritical concern for the working man while dishing out huge portions of strike-breaking proposals to the Congress, "bled" profusely over a half dozen pages of privileged testimony this month about the way Negro workers were treated by the Teamsters' Union.

The phony indignation of the "McClellan Players" was warmly received by grinding television cameras focused on Ross Hill, a former Teamster member.

Hill, a Negro, was an owner-operator in Detroit in 1950. He told the Committee that shortly after he purchased a truck the company he transported for went out of business. Later, Hill testified, he went broke, charging that his misfortune was brought about by the segregation policy of Local 299 and President Hoffa.

Hill also told the Committee that he was positive that there were only five or six Negro members in Local 299.

## 150 Offer True Story

Almost before the words were out of McClellan's "friendly" witness' mouth, over 150 Negro members of Local 299 offered the Committee the true story. McClellan, not to be swayed by the facts, refused to permit the voice of Local 299's rank-and-file members to reach the record. Here's what they said to McClellan in a telegram:

"This is to inform you that we, the members of Local 299, are making a formal protest against the accusations brought in front of your Committee in regards to our local president, Mr. James R. Hoffa. We are Negroes and have been members for a number of years of Local 299. We have never been discriminated against. We have never known Mr. Hoffa to discriminate against our brother members.

"We would like for you to make this telegram known to the public for our record."

The telegram was signed by H. Patrick, Good Year Rubber Company; Loren Bauer, Penn Dixie Cement Corp.; T. L. Edwards, Detroit Harbor Terminal; B. Stephens, Lakeshore

Warehouse; and 150 more Negro members of Local 299.

Another communication that received the brush off from the "good" Senator, was one from Larry Campbell, a Negro business representative for Local 299.

## False Accusation

In his telegram to McClellan, Campbell took sharp issue with what he termed "false accusations and implications against James R. Hoffa." He told the Committee that "since it has become a forum for such false accusations and implications, I am putting you on notice so that you can set the public record and the Committee's record straight. These implications and accusations regarding discrimination against Negroes by Mr. Hoffa and Lo-

cal 299 are false. Please be advised that I know they are not true because

I am a Negro member of Local 299 — and also very proud to inform you that I am also a business representative for Local 299."



Larry Campbell

Campbell also pointed out that there are hundreds of Negro members in Local 299 and at least four other Negroes who are Teamster officials within Joint Council 43.

He said that the stories told to the McClellan Committee were told by

## Hoffa Calls for "No Discrimination"

General President James R. Hoffa, in a letter to all local unions, has urged the practice of "non-discrimination because of race, color, or creed" throughout the International Union.

He said this policy was reaffirmed at the February meeting of the General Executive Board. "However, to simply reaffirm this policy means nothing unless we are prepared to take positive action."

He specifically urged each local union "to assist in obtaining employment for everyone, regardless of race, color or creed."

## Equal Opportunity

"As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets," he declared.

President Hoffa asserted that the Teamster policy of non-discrimination "is based not only upon our (union) Constitution, but also upon the traditional belief of the labor movement in the brotherhood of man."

"As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen."

"On behalf of the General Executive Board, I urge each and every local union to take positive action in this regard."

President Hoffa cited the Teamster Constitution (Section 2, Article 11) which declares: "Any person of good moral character, employed in the craft or the various employments over which this International Union has jurisdiction, shall be eligible to membership in this organization."

He wrote that "the General Executive Board asks your full support in enforcing our non-discrimination policy."

In one of his first acts as General President, James R. Hoffa made clear the Teamsters Union policy against discrimination. Here, reprinted from the May, 1958, issue of the Teamster, is the story as it actually appeared.

people that in his opinion were just lying or did not know a single thing about the operation or membership of Local 299.

"If, Sir," Campbell wired, "you desire any further information from me on this matter, feel free to contact me at any time. In view of the facts, I respectfully request that you, through your Committee, cause a public statement to be made retracting the false accusations and implications that have been made through your committee regarding discrimination against Negroes by James R. Hoffa and Local 299."

General President Hoffa's position on "No Discrimination" has been a matter of public record for many years. In the May, 1958 issue of the INTERNATIONAL TEAMSTER, he reaffirmed this policy. He said, in part:

"As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets. The Teamster policy of non-discrimination is based not only upon our union's Constitution, but also upon the traditional belief of the labor movement in the brotherhood of man.

"As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen in this great country."

It was nearly a year later, when the General President demonstrated that he meant what he said to an unsegregated meeting in Baton Rouge, La. During a question and answer session attended by some 2,000 Esso oil workers, the emotion-charged meeting fell silent when Hoffa was asked, "How does the Teamsters' Union stand on the subject of integration?" This was Hoffa's answer:

"I recognize only one type of person in the United States and that is the American citizen. And I recognize the fact that all blood is red. And I recognize the fact that when we had a war, regardless of race, color or creed, we banded together.

"And I recognize the fact above and beyond all, that human beings, being what they are, must live together or have individuals take advantage of their separation.

"... I believe all men are born with equal rights and I will not stand here and tell you that an individual does not have the same rights because of color."

## Negro Members Protest

This action followed up on the "No Discrimination" policy of the Teamsters' Union, which was a direct result of the fact that the union had a large number of Negro members. The union had a long history of fighting for the rights of its members, and it was not going to be any different when it came to the rights of Negroes. The union had a long history of fighting for the rights of its members, and it was not going to be any different when it came to the rights of Negroes.

The union had a long history of fighting for the rights of its members, and it was not going to be any different when it came to the rights of Negroes.

The union had a long history of fighting for the rights of its members, and it was not going to be any different when it came to the rights of Negroes.

The union had a long history of fighting for the rights of its members, and it was not going to be any different when it came to the rights of Negroes.

The union had a long history of fighting for the rights of its members, and it was not going to be any different when it came to the rights of Negroes.

The union had a long history of fighting for the rights of its members, and it was not going to be any different when it came to the rights of Negroes.

The union had a long history of fighting for the rights of its members, and it was not going to be any different when it came to the rights of Negroes.

The union had a long history of fighting for the rights of its members, and it was not going to be any different when it came to the rights of Negroes.

The union had a long history of fighting for the rights of its members, and it was not going to be any different when it came to the rights of Negroes.

The union had a long history of fighting for the rights of its members, and it was not going to be any different when it came to the rights of Negroes.



This proud Teamsters broadcasts one reason he is a strong Hoffa supporter.



# STATE OF THE UNION

## Teamsters Do What Meany Doesn't



is a strong denunciation of AFL-CIO President George Meany for his action against the National Assn. for the Advancement of Colored Peoples. Michael A. Ardis (left), president of Teamsters Local 945 in Clifton, N.J., announced the local union's purchase of a life membership in the group's NAACP. Receiving the \$500 check for life membership are Representatives of the NAACP. Ardis deplored the recent action of Meany and the AFL-CIO executive council in saying it would not work with the NAACP so long as Hill continued to file suits against unions to end discrimination.



## Congressman Adam Powell Sets the Record Straight

Four members of the block of so-called liberal Democrats on the House Labor Committee, who last month voted in favor of the anti-labor House bill, also voted against an amendment by Representative Adam Clayton Powell of New York, forbidding unions from denying membership to anyone because of race, creed, color or national origin.

In a speech before the annual convention of the National Association for Advancement of Colored People, Powell declared, "I knew that the Southerners on the committee would vote against it, but to my complete surprise, the following great self-proclaimed liberals voted against it also." He listed the following:

- "Representative Frank Thompson of New Jersey, an outstanding member of his church, (and) key figure in the Senator Kennedy (presidential campaign), and one who hopes to be governor of New Jersey;

- "Representative Stewart Udall of Arizona, who is one of the most self-righteous, self-anointed liberals in the Congress, although he is an outstanding member of the Mormon Church which forbids the entrance of Negroes;

- "Representative John Brademas of Indiana, who before he voted against it (the amendment), said that he was one of the outstanding members of the NAACP, and the Urban League;

- "Representatives Robert Giaino of Connecticut and James O'Hara of Michigan, and every single one of the Republican members of the committee without exception."

Powell said that his amendment was prompted because Senator John McClellan "who for two years has fought Jimmy Hoffa and kept his mouth shut about Little Rock (Negro children) said the other day that he was shocked that the Teamsters in Detroit (were accused) of discriminating against Negroes."

This charge was immediately refuted as dishonest by approximately 300 Negro Teamsters in Detroit. They told the McClellan Committee in a telegram that there was absolutely no truth to the allegation of discrimination, and implicitly invited the oppor-



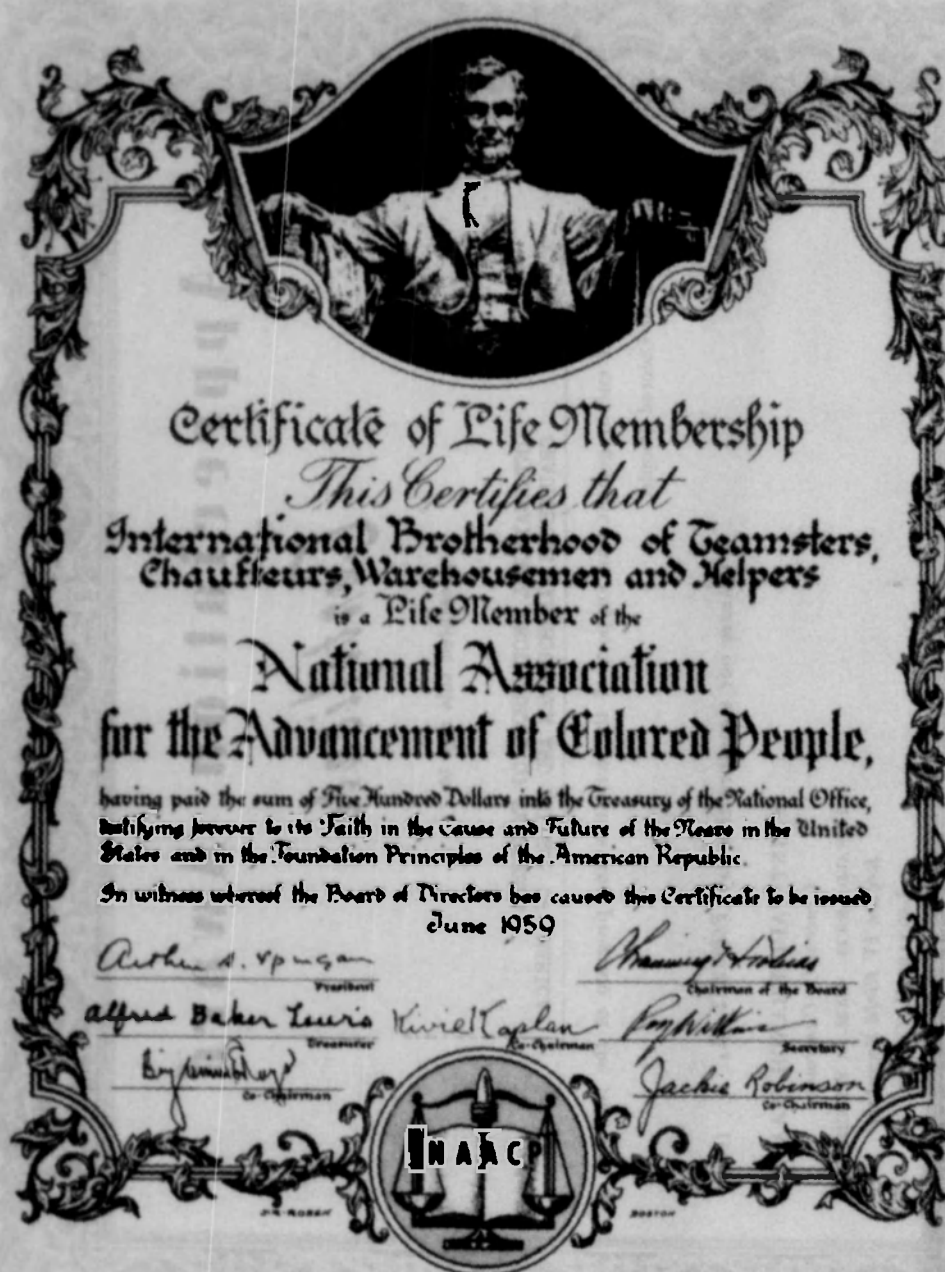
RFP. POWELL

tunity to appear before the committee to deny the allegations.

The "self-proclaimed" liberals denounced by Powell are also members of the group led by Thompson and Udall who voted in favor of punitive restrictions on hot cargo, secondary boycott and organizational picketing in the House labor reform bill.

Powell charged "... these great liberals openly said to me, 'You have our sympathies, but the time is not right.'"

"... I am sick and tired of the NAACP and the Urban League being used as a screen by anti-Negro liberals to prove that they are not anti-Negro," Powell said.



# Appreciation Award

## *Certificate*

presented this day to

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,  
CHAUFFEURS WAREHOUSEMEN AND HELPMEN OF AMERICA

In recognition of encouragement and support of the activities and program of the National  
Association of Colored People

Witness our signature this day FEBRUARY 11, 1960

SAINT PAUL BRANCH, NAACP  
General Co-Chairman  
DONALD LEWIS CARL L. WEBBICKS  
Region IV Field Secretary  
LEONARD H. CARTER



### DRIVE Pacer



Alexander Bentley, a member of Teamsters Local 592 in Richmond, Va., and a shop steward at the transportation company where he works, set a fine record of selling 51 memberships in DRIVE.

### STATE OF THE UNION

Fund Checks Distributed



### Stawards Complete University Course



Some 30 stewards, members of Teamsters Local 738 in Chicago, recently completed an 8-week course in labor history at Roosevelt University. They also received training in the handling of grievances, understanding and policing collective bargaining agreements. Among those receiving diplomas were (left to right):  
Top row—Donald Loggins, James Christopher, Sherod Bilyeu, John Takash, John McKnight, Arthur Sysmanski, and Edward Howard.

Middle row—Vincent Pilarczyk, Robert Simpson, Eleanor Paluch, Anthony Kovacevich, George Ibach, John Szczepanski, L. C. Starr, and Thomas Davis.  
Front row—Harriet Brown, Fred Luchene, Frank McAllister, director of labor education at Roosevelt U.; Congressman Roman Pucinski, Illinois Democrat and main speaker at the ceremonies, Michael J. Fomusa, Local 738 secretary-treasurer, Henry Harris, and Elizabeth Neubauer.

The International Teamster



### Fund Checks Distributed



Checks totaling \$7,846 were distributed recently to 12 retired pipe fitters and the widow of a thirteenth at Teamster Local 237 in New York City. The local union negotiated the security fund into which payment is made by the city. The photo shows seven of the recipients getting their checks (left to right) seated—William Lewis, Local 237

president, Mrs. Josephine Dolan, widow of James Dolan, and Jesse Krauss, chairman of the security fund's board of trustees; standing—Salvatore P. Ragusa, fund trustee, Giuseppe Fabrino, Frank Hayslip, George D. Wolfert, John L. Koch, fund trustee, Louis J. Fino, John Reetina, and Vincent Toto.

January, 1963

11

Office of the General President

To:

From:

CIVIL RIGHTS - NON-DISCRIMINATION  
X International Harvester Company

11/13/64

DATE

All Material Al Weiss 7-16-63

The above file has not been returned for filing as of 11/13/64

*File* **WESTERN UNION** *File* 4

4-11 C 114035 NL PD LOS ANGELES CALIF 15 JUL 16 AM 7 03

JAMES R HOFFA  
25 LOUISIANA AVE WASHDC

DUE TO THE RECENT DEVELOPMENTS IN LOCAL 208 AT THEIR MEMBERSHIP MEETING ON JULY 15TH 1962 WE REQUEST ONE WEEK POSTPONEMENT ON THE MEETING CONCERNING JOYCE BROWNING WITH JOINT COUNCIL AS PRESIDENT JOHN ANNARD JULY 16TH 1962 WE AGAIN REQUEST THE PRESENCE OF JAMES HOFFA OR HAROLD GIBBONS IN VIEW OF THE FACT THE NEGRO TEAMSTERS AND NEGRO COMMUNITY ARE UP IN ARMS OVER THE FIRING OF THE ONLY NEGRO OFFICE GIRL IN THE TEAMSTERS UNION TEAMSTERS RANK AND FILE COMMITTEE FOR EQUAL JOB OPPORTUNITY RICHARD P MORRIS SECRETARY 1958 SOUTH RIMPAU BLVD

1-2 JUL 16 1962

*File*

208 JUL 16 9  
9-17-62  
x Morris, Richard P.

Non-Discrimination  
-Policy  
-208

WESTERN UNION

SENDING BLANK

CALL LETTERS	MDV	CHARGE TO	Int'l. Brotherhood of Teamsters
-----------------	-----	--------------	---------------------------------

Mr. John M. Annand, Gen. Org.  
Int'l. Brotherhood of Teamsters  
1616 West Ninth Street  
Los Angeles 15, Calif.

Page 1 of 2 pages  
Non-Discrimination  
X 2207

The following telegram received in this office today: "As negro rank and file Teamsters in good standing in various locals in Joint Council Number 42 we request for the last time before we ask for government assistance you intervene in the recent firing again of the only negro office girl in Local 208 and investigate other discriminatory practices in this area. Fraternally yours John Leflore, James Butler, Daniel Price, Charles Collins, John Hogan, Erwin Jones, Charles J. Hill, L. C. Gamble, Robert Strougher, James Speceiro, Robert Franklin and

Send the above message, subject to the terms on back hereof, which are hereby agreed to

PLEASE TYPE OR WRITE PLAINLY WITHIN BORDER—DO NOT FOLD

1249—18 4-501



**WESTERN UNION**  
SENDING BLANK

CALL: 12/1241 MDV TO: Int'l. Brotherhood of Teamsters  
(page 2 of 2 pages)

Joyce Browning. Richard F. Morris, Sec. -Treas., Rank and  
File Committee for Equal Job Opportunities, 1938 South Rimpau  
Blvd., Los Angeles 15, California."

The above wire is being referred to you for handling.

James R. Hoffa  
General President

JRH/mc  
Send the above message, subject to the terms on back hereof, which are hereby agreed to

PLEASE TYPE OR WRITE PLAINLY WITHIN BORDER—DO NOT FOLD  
1247—R • 35a

*Telefax*

# WESTERN UNION

SENDING BLANK

*Telefax*

▲  
1

CALL  
LETTERS

MDV

CHARGE  
TO

Int'l. Brotherhood of Teamsters

Mr. John M. Annand, Gen. Org.  
Int'l. Brotherhood of Teamsters  
1616 West Ninth Street  
Los Angeles 15, Calif.

Page 1 of 2 pages

The following telegram received in this office today: "As negro rank and file Teamsters in good standing in various locals in Joint Council Number 42 we request for the last time before we ask for government assistance you intervene in the recent firing of the only negro office girl in Local 208 and investigate other discriminatory practices in this area. Fraternally yours John Leflore, James Butler, Deciel Price, Charles Collins, John Hagan, Ervin Jones, Charles J. Hill, L. C. Genshke, Robert Strengthen, James Specchio, Robert Franklin and

Send the above message, subject to the terms on back hereof, which are hereby agreed to

PLEASE TYPE OR WRITE PLAINLY WITHIN BORDER—DO NOT FOLD

1267—12 4-50

*Telefon*

# WESTERN UNION

SENDING BLANK

*Telefon*



CALL  
LETTERS

MDV

CHARGE  
TO

Int'l. Brotherhood of Teamsters

(page 2 of 2 pages)

Joyce Browning. Richard F. Morris, Sec.-Treas., Rank and  
File Committee for Equal Job Opportunities, 1938 South Rimpau  
Blvd., Los Angeles 15, California."

The above wire is being referred to you for handling.

James R. Hoffa  
General President

JRH/INC

Send the above message, subject to the terms on back hereof, which are hereby agreed to

PLEASE TYPE OR WRITE PLAINLY WITHIN BORDER—DO NOT FOLD

1247—(K 4-55)



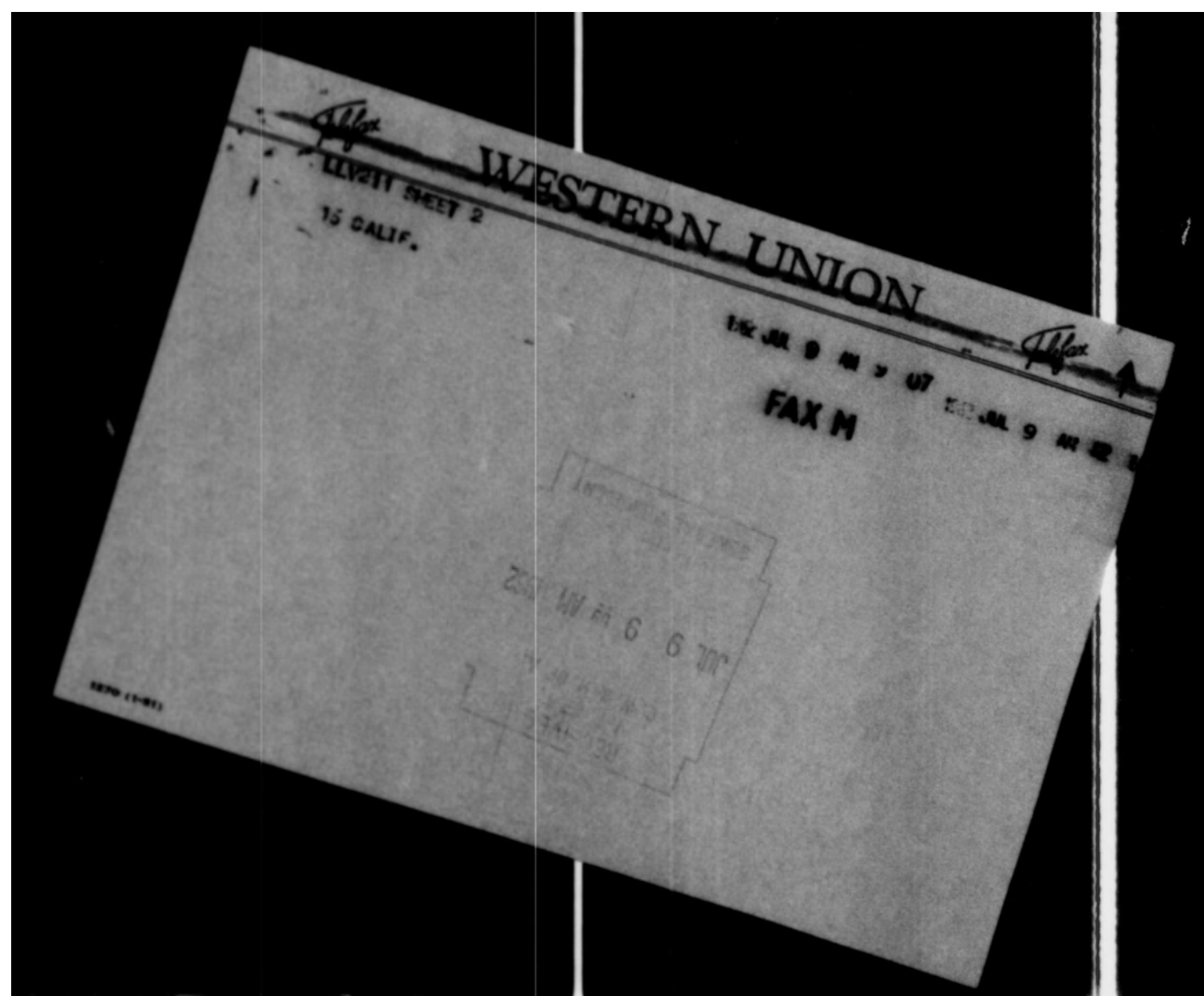
WESTERN UNION

URGENT 7-20-68  
L 115211 NL PD LOS ANGELES CALIF 1  
JAMES R. HOFFA, PRESIDENT INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS  
25 LOUISIANA AVE WASHDC

7 JUL 9 AM 12 18

AS NEGRO RANK AND FILE TEAMSTERS IN GOOD STANDING IN VARIOUS  
LOCALS IN JOINT COUNCIL NUMBER 42 WE REQUEST FOR THE LAST TIME  
BEFORE WE ASK FOR GOVERNMENT ASSISTANCE YOU INTERVENE IN THE  
RECENT FILING AGAIN OF THE ONLY NEGRO OFFICE GIRL IN LOCAL  
266 AND INVESTIGATE OTHER DISCRIMINATORY PRACTICES IN THIS  
AREA. FRATERNALLY YOURS. JOHN LEFLORE, JAMES BUTLER, DANIEL  
PRICE, CHARLES COLLINS, JOHN HOBAN, ERWIN JONES, CHARLES J  
MILL, L C GAMBLE, ROBERT STADOTHER, JAMES SPECEIRO, ROBERT  
FRANKLIN AND JOYCE BROWN

RICHARD F. MORRIS SECRETARY TEAMSTERS RANK AND FILE COMMITTEE  
FOR EQUAL JOB OPPORTUNITIES 1934 SOUTH MAIN BLVD LOS ANGELES



*File* **WESTERN UNION** *File*  
SENDING BLANK

CALL LETTERS	MDV	3-2-62	CHARGE TO	INTL. BROHD OF TEAMSTERS
--------------	-----	--------	-----------	--------------------------

Mr. John M. Annand, General Organizer  
International Brotherhood of Teamsters  
1816 W. Ninth Street  
Los Angeles 15, California

Page 1 of 2

The following wire was received in this office.  
Quote- Due to the recent firing on trumped up charges of the only negro office girl employed by the Teamsters Union here in Southern California, We, as negro rank and filers, request an immediate audience with you on the growing racial problem within the Teamsters Structure here. We are sick and tired of this hillbilly leadership, who have the attitude that they are doing us a favor by letting us belong to this Union. Unquote

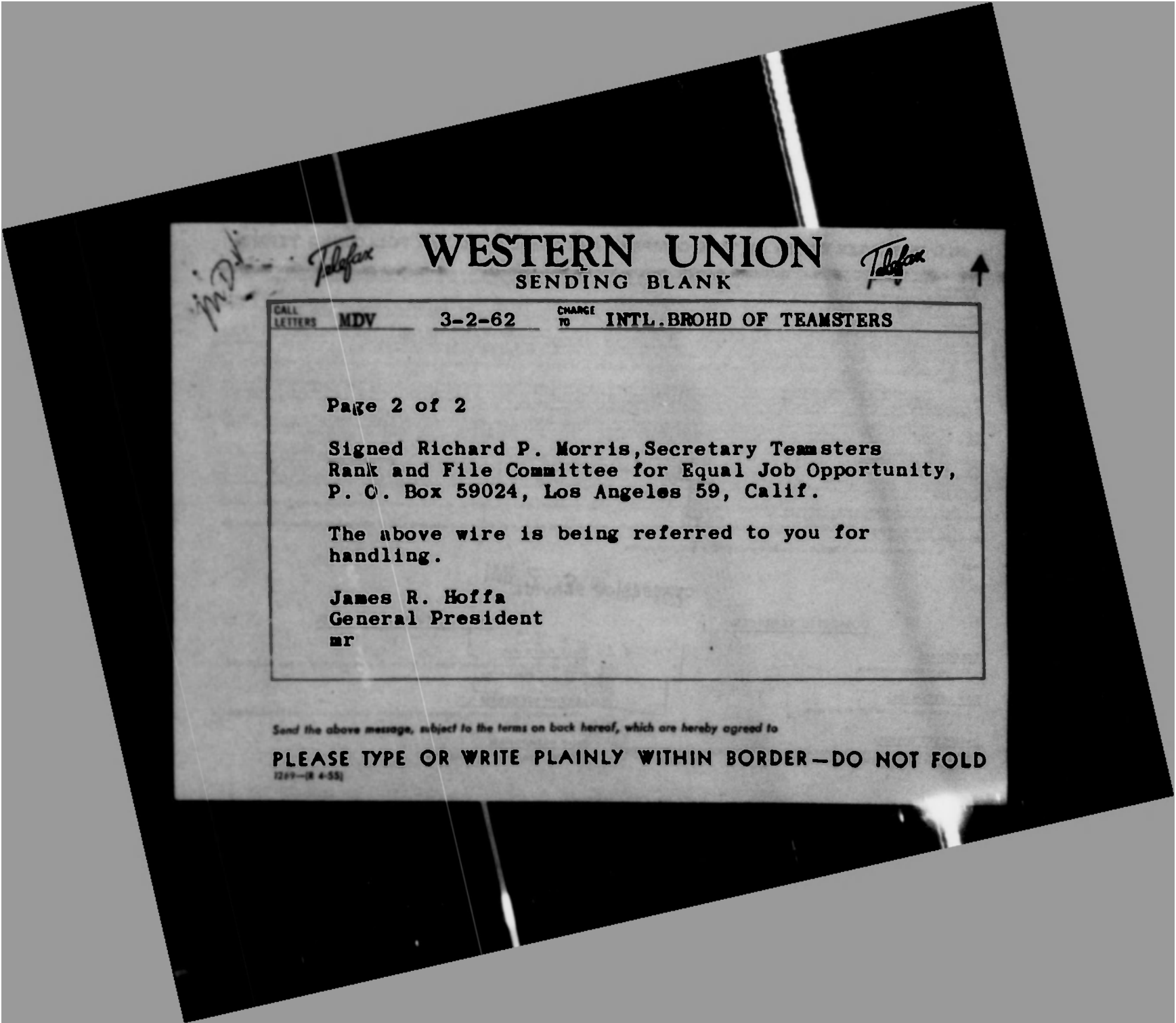
*Non Discrimination*  
*Richard P.*

Send the above message, subject to the terms on back hereof, which are hereby agreed to.

PLEASE TYPE OR WRITE PLAINLY WITHIN BORDER—DO NOT FOLD

(247—18 4-58)





*W* WESTERN UNION *W*

L 111326 ML TO LOS ANGELES CALIF 27

JAMES M. HOFFA, PRESIDENT NATL BROTHERHOOD OF TEAMSTERS

WASHDC

TO PRESIDENT HOFFA

ONE TO THE RECENT FIRING ON TAMPED UP CHARGES OF THE  
ONLY NEGRO OFFICE GIRL EMPLOYED BY THE TEAMSTERS UNION HERE  
IN SOUTHERN CALIFORNIA, WE, AS NEGRO RANK AND FILERS, REQUEST

AN IMMEDIATE AUDIENCE WITH YOU ON THE GROWING RACIAL PROBLEM  
WITHIN THE TEAMSTERS STRUCTURE HERE. WE ARE SICK AND TIRED  
OF THIS MISLEADING LEADERSHIP, WHO HAVE THE ATTITUDE THAT THEY  
ARE DOING US A FAVOR BY LETTING US BELONG TO THIS UNION  
RICHARD P. MORRIS SECRETARY TEAMSTERS RANK AND FILE COMMITTEE  
FOR EQUAL JOB OPPORTUNITY PO BOX 99004 LOS ANGELES 59 CALIF.

197 FEB 28 11 0 40

1870 (1-61)

*Amund*  
*Dist. of f h/l*

*James H.*

HEADQUARTERS

Policy - Non-Discrimination

July 3, 1942

Mr. James Farmer, National Director  
Congress of Racial Equality  
38 Park Ave  
New York 38, New York

Mr. Herbert Hill, Labor Secretary  
National Association for the  
Advancement of Colored People  
20 West 40th Street  
New York, New York

The Reverend Martin Luther King  
Southern Christian Leadership Conference  
41 Exchange Place  
Atlanta 3, Georgia

Mr. A. Phillip Randolph, President  
Brotherhood of Sleeping Car Porters  
217 West 134th Street  
New York 27, New York

Gentlemen:

I am enclosing for your information copies of self-explanatory letters addressed by our International Union to the President, the Vice President, and the three Assistant Secretaries of Labor Relations. You will note that in these letters we stated that our Union supported fully the policies and objectives of the President's Committee on Equal Employment Opportunity and we requested an early meeting to arrange a Plan for Progress for our International Union.



-2-

To date we have not received any answer to any of our letters. In the interest of promoting equal employment opportunity, we respectfully request that you use your good offices with the present administration to have the President's Committee reply to our letters and arrange a meeting as requested.

Your cooperation in this matter will be greatly appreciated.

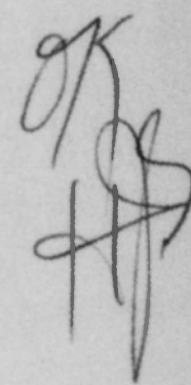
With best wishes for the success of the worthwhile and noble programs in which your respective organizations are engaged,

Sincerely yours,

James E. Hoffa  
General President

JRH:non  
Enclosures

DRAFT



Gentlemen:

I am enclosing for your information copies of self-explanatory letters addressed by our International Union to the President, the Vice President, and the then Assistant Secretary of Labor Holleman. You will note that in the letters ~~we~~ stated that our Union supported fully the policies and objectives of the President's Committee on Equal Employment Opportunity and ~~when~~ we requested an early meeting to arrange a Plan for Progress for our International Union.

To date we have not received any answer to any of our letters. In the interest of promoting equal employment opportunity, we respectfully request that you use your good offices with the present administration to have the President's Committee reply to our letters and arrange a meeting as requested.

Your cooperation in this matter will be greatly appreciated.

With best wishes for the success of the worthwhile

and noble programs in which your respective organizations  
are engaged.

Sincerely yours,

James R. Hoffa  
General President

Mr. Herbert Hill  
Labor Secretary  
National Association for the  
Advancement of Colored People  
100 Massachusetts Ave., N. W.  
Washington, D. C.

Mr. A. Phillip Randolph, President  
Brotherhood of Sleeping Car Porters  
217 West 125th Street  
New York 27, New York

Mr. James Farmer, National Director  
Congress of Racial Equality  
38 Park Row  
New York 38, New York

The Reverend Martin Luther King  
Southern Christian Leadership Conference  
Montgomery, Alabama



INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
CHAUFFEURS · WAREHOUSEMEN & HELPERS  
OF AMERICA

MAIN AND PRINCIPAL OFFICE, 2801 TRUMBULL AVENUE, DETROIT 12, MICHIGAN

WASHINGTON OFFICE OF  
· JAMES R. HOFFA ·  
GENERAL PRESIDENT  
28 LOUISIANA AVE., N.W.  
WASHINGTON 1, D. C.

May 14, 1962



HEADQUARTERS

*Policy - Non-Discrimi-*  
*-nation*

TO ALL MEMBERS OF THE GENERAL EXECUTIVE BOARD  
TO ALL PRESIDENTS OF JOINT COUNCILS

Attached we are sending you copies of an agree-  
ment entered into on the 12th day of April, between International  
Harvester Company and the International Brotherhood of Team-  
sters, which converts into contract form the established policy  
of our International Union in the area of eliminating any form  
of discrimination based on race, sex, political or religious  
affiliation. The attached is being sent for your information.

*James R. Hoffa*  
James R. Hoffa  
General President

JRH/mc

Enclosure

INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
CHAUFFEURS · WAREHOUSEMEN & HELPERS  
OF AMERICA

MAIN AND PRINCIPAL OFFICE, 2801 TRUMBULL AVENUE, DETROIT 18, MICHIGAN

WASHINGTON OFFICE OF  
• JAMES R. HOFFA •  
GENERAL PRESIDENT  
25 LOUISIANA AVE., N.W.  
WASHINGTON 1, D.C.

May 14, 1962



TO ALL MEMBERS OF THE GENERAL EXECUTIVE BOARD  
TO ALL PRESIDENTS OF JOINT COUNCILS

Attached we are sending you copies of an agreement entered into on the 12th day of April, between International Harvester Company and the International Brotherhood of Teamsters, which converts into contract form the established policy of our International Union in the area of eliminating any form of discrimination based on race, sex, political or religious affiliation. The attached is being sent for your information.

*James R. Hoffa*  
James R. Hoffa  
General President

JRH/mc

Enclosure

HEADQUARTERS

Policy - Non - EXHIBIT A  
Discrimination

NOTICE TO LABOR UNIONS OR OTHER ORGANIZATIONS OF WORKERS

NONDISCRIMINATION IN EMPLOYMENT

To: International Brotherhood of Teamsters, Chauffeurs, Warehousemen and  
(Name of union or organization of workers) Helpers of America

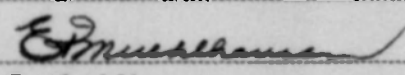
The undersigned currently holds contract(s) ~~numbered~~ ~~XXXXXXXXXX~~  
~~XXXXXXXXXXXXXXXXXXXX~~ with various contracting agencies of the  
(Name of agency)  
U.S. Government or ~~is~~ subcontract(s) with a prime contractor of the U.S.  
Government.

You are advised that under the provisions of the above contract(s)  
or subcontract(s) and in accordance with Executive Order 10925, section  
301, dated March 6, 1961, the undersigned is obliged not to discriminate  
against any employee or applicant for employment because of race, color,  
creed, or national origin. This obligation not to discriminate in  
employment includes, but is not limited to, the following:

HIRING, PLACEMENT, UPGRADING, TRANSFER, OR DEMOTION  
RECRUITMENT, ADVERTISING, OR SOLICITATION FOR EMPLOYMENT  
TRAINING DURING EMPLOYMENT  
RATES OF PAY OR OTHER FORMS OF COMPENSATION  
SELECTION FOR TRAINING INCLUDING APPRENTICESHIP  
LAYOFF OR TERMINATION

This notice is furnished you pursuant to the provisions of the  
above contract(s) or subcontract(s) and Executive Order 10925.

Bemis Bro. Bag Co.  
P.O. Box 2094, Commerce Station  
Minneapolis 15, Minnesota

  
E. F. Muehlhausen  
/s/ Director of Personnel  
(Contractor or subcontractor)

May 23, 1962  
(Date)

Copies of this notice will be posted by the undersigned in con-  
spicuous places available to employees or applicants for employment.

HEADQUARTERS - Policy  
Non-Discrimination  
X Agriculture Dept.

EXHIBIT A

NOTICE TO LABOR UNIONS OR OTHER ORGANIZATIONS OF WORKERS

**NONDISCRIMINATION IN EMPLOYMENT**

To: International Brotherhood of Teamsters  
(Name of union or organization of workers)

The undersigned currently holds contract(s) numbered \_\_\_\_\_  
with Agriculture and Defense of the  
(Name of agency)  
U.S. Government or (a) subcontract(s) with a prime contractor of the U.S.  
Government.

You are advised that under the provisions of the above contract(s)  
or subcontract(s) and in accordance with Executive Order 10925, section  
301, dated March 6, 1961, the undersigned is obliged not to discriminate  
against any employee or applicant for employment because of race, color,  
 creed, or national origin. This obligation not to discriminate in  
employment includes, but is not limited to, the following:

HIRING, PLACEMENT, UPGRADING, TRANSFER, OR DEMOTION  
RECRUITMENT, ADVERTISING, OR SOLICITATION FOR EMPLOYMENT  
TRAINING DURING EMPLOYMENT  
RATES OF PAY OR OTHER FORMS OF COMPENSATION  
SELECTION FOR TRAINING INCLUDING APPRENTICESHIP  
LAYOFF OR TERMINATION

This notice is furnished you pursuant to the provisions of the  
above contract(s) or subcontract(s) and Executive Order 10925.

THE RATH PACKING COMPANY

By Howard Dexter  
Controller

/s/ \_\_\_\_\_  
(Contractor or subcontractor)

April 30, 1962  
(Date)

Copies of this notice will be posted by the undersigned in con-  
spicuous places available to employees or applicants for employment.



*Equal Empl. Oppor.*

HEADQUARTERS

*Policy - Non-Disc-*  
*crimination*

April 10, 1962

The Honorable Lyndon B. Johnson  
Vice President of the United States  
of America  
Chairman, The President's Committee  
on Equal Employment Opportunity  
Washington 25, D. C.

Dear Mr. Vice President:

It is my understanding that the President's Committee on Equal Employment Opportunity is developing Plans for Progress for labor unions. Inasmuch as the policies and practices of the International Brotherhood of Teamsters with respect to employment opportunities has been and will continue to be in complete conformity with the policies and objectives of the Committee, we will be pleased to support the work of the Committee in every respect. In addition, we respectfully request an early conference with a member of your staff to develop a Plan for Progress to cover our union.

Respectfully yours,

James R. Hoffa  
General President

JRH:non

*Equal Empl. Oppor.*

April 10, 1962

The Honorable Lyndon B. Johnson  
Vice President of the United States  
of America  
Chairman, The President's Committee  
on Equal Employment Opportunity  
Washington 25, D. C.

Dear Mr. Vice President:

It is my understanding that the President's Committee on Equal Employment Opportunity is developing Plans for Progress for labor unions. Inasmuch as the policies and practices of the International Brotherhood of Teamsters with respect to employment opportunities has been and will continue to be in complete conformity with the policies and objectives of the Committee, we will be pleased to support the work of the Committee in every respect. In addition, we respectfully request an early conference with a member of your staff to develop a Plan for Progress to cover our union.

Respectfully yours,

James R. Hoffa  
General President

JRH:non



## New York Brewery Workers Joint Board

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

714 SENECA AVENUE • BROOKLYN 27, N. Y. • EVergreen 6-9700

JOHN CAMPBELL, Treasurer

JOHN HOH, Secretary

January 19, 1962

Mr. Harold J. Gibbons, Ass't. to the President  
International Brotherhood of Teamsters  
25 Louisiana Avenue N.W.  
Washington 1, D.C.

QUARTERS  
Non-Discrimination  
Conference - New York  
Brewery Workers

Dear Sir and Brother:

Your communication of January 16 forwarded a copy of a letter addressed to President Hoffa in which the writer complains about alleged discrimination to Negroes in obtaining Union Books, and employment, in the brewing industry.

May I call to your attention that the writer was talking about 4 breweries located in Newark and Orange, New Jersey and presumably referred to the Local Unions in that area.

I am happy to report that the problem raised by the writer does not exist in the New York breweries, or with respect to the local unions of the New York Joint Board. Negro members are employed in all plants and are and have been for many years regular members of our Local.

Sincerely and Fraternally,

*John Hoh*  
John Hoh,  
Secretary



ADMINISTRATIVE FILE

*Anonymous*

X

X

January 16, 1962

Mr. John Moh  
Tasectere Local 8  
714 Seneca Avenue  
Brooklyn 27, New York

Dear Sir and Brother:

The attached communication is  
being sent to you for your information.

Fraternaly yours,

H. J. Gibbons  
Executive Assistant to the  
General President

HJG:ld  
att.



Mr. James R. Happa  
General President  
25 Louisiana Ave N.W.  
Washington, D.C.

Dear Sir:

You have made several statements in the 'International Teamster' which is your official magazine for your union, which endorsed the idea of civil liberties for all. Tell me why then in the east, N.Y. Your Teamster brewery union will not allow negroes to get their work books. This does not include salesmen or secretaries, only the warehouse men and truck drivers are not allowed to obtain their books. If I am wrong please answer in the next issue

of the International Seamen.  
Certainly if this isn't so  
your Union needs more  
publicity to rectify the  
idea because it is a common  
belief held here in the east.  
There are 4 main brewers here  
Rhinegold, Anheuser Busch &  
Ballantine & Pabst. To the  
best of my knowledge and  
some others living here, they do  
not have any colored book  
men. I am proved right  
what will <sup>you</sup> union do about it?  
It would help the prestige  
of your union if colored did  
get some books -  
Thank you

ADMINISTRATIVE FILE ✓  
*Civil Rights - Non-*  
*Discrimination Policy*  
*Kaiser Industries Corp.*

June 8, 1961

Mr. Walter R. Farrell, Vice President  
Kaiser Industries Corporation  
300 Lakeside Drive, Kaiser Center  
Oakland 12, California

Dear Mr. Farrell:

This is in reply to your letter of March 28, 1961 in which you requested that our International Union supply Kaiser Industries Corporation and its affiliates with the type of statement to which reference is made in Section 302(d) of Executive Order No. 10925 regarding equal employment opportunity.

We understand that the President's Committee on Equal Employment Opportunity will shortly publish its proposed rules and regulations. If the Committee exercises its discretion to direct the submission of a labor union statement, it is not unlikely that the rules and regulations will contain provisions as to the form and content of such a statement. Hence, it would appear appropriate to await the adoption of the Committee's rules and regulations. Our International Union will be pleased to comply with your request at that time.

Let us assure you that we fully support the Executive Order and we will cooperate in every way with Kaiser Industries and its affiliates and the President's Committee in effectuating the objectives of the Order.

Very truly yours,

James R. Hoffa  
General President

JRH/elb

June 2, 1961

Mr. Bartosic:

Mr. Previant asked if you would please  
check to see what other unions are doing.

Elena



Mr Prevost

for reply

*President*

KAISER INDUSTRIES CORPORATION  
KAISER CENTER • 300 LAKESIDE DRIVE  
OAKLAND 12, CALIFORNIA

WALTER R. FARRELL  
VICE PRESIDENT INDUSTRIAL AND UNION RELATIONS

March 28, 1961

Mr. James R. Hoffa  
International Brotherhood of Teamsters,  
Chauffeurs, Warehousemen and Helpers  
of America, AFL-CIO  
25 Louisiana Avenue NW  
Washington 1, D. C.

Dear Jimmy:

You are undoubtedly aware that President Kennedy on March 6, 1961, issued Executive Order No. 10925 regarding equal employment opportunity. A part of that Executive Order provides, with respect to government contracts, that the President's Committee on Equal Employment Opportunity may direct that any bidder or prospective contractor or subcontractor shall submit a statement in writing, signed by an authorized officer or agent of any labor union with which the bidder or prospective contractor deals, together with supporting information, to the effect that the labor union's practices and policies do not discriminate on the grounds of race, color, creed, or national origin, and that the labor union will affirmatively cooperate, within the limits of its legal and contractual authority, in the implementation of the policy and provisions of the Executive Order or that it consents and agrees that recruitment, employment, and the terms and conditions of employment under the proposed contract between the government and the contractor shall be in accordance with the purposes and provisions of the Executive Order.

We are sure that you have given thought to the type of statement you intend to supply prospective government contractors if, in fact you have not already formulated such a statement. Since many of the Kaiser affiliated companies will be bidders on future government contracts, it occurred to us that a practical means of avoiding duplication on both of our parts would be to supply Kaiser Industries Corporation with a statement as prescribed in the Executive Order which any of our affiliated companies could use in appropriate situations. We request that you give consideration to this suggestion and to supply such a statement if you concur.

Very truly yours,

*Walter R. Farrell*  
Walter R. Farrell  
Vice President

# Presidential Documents

## Title 3—THE PRESIDENT

### Executive Order 10925

#### ESTABLISHING THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

WHEREAS discrimination because of race, creed, color, or national origin is contrary to the Constitutional principles and policies of the United States; and WHEREAS it is the plain and positive obligation of the United States Government to promote and ensure equal opportunity for all qualified persons, without regard to race, creed, color, or national origin, employed or seeking employment with the Federal Government and on government contracts; and

WHEREAS it is the policy of the executive branch of the Government to encourage by positive measures equal opportunity for all qualified persons within the Government; and

WHEREAS it is in the general interest and welfare of the United States to promote its economy, security, and national defense through the most efficient and effective utilization of all available manpower; and

WHEREAS a review and analysis of existing Executive orders, practices, and government agency procedures relating to government employment and compliance with existing non-discrimination provisions reveal an urgent need for expansion and strengthening of efforts to promote full equality of employment opportunity; and

WHEREAS a single governmental committee should be charged with responsibility for accomplishing these objectives;

NOW, THEREFORE, by virtue of the authority vested in me as President of the United States by the Constitution and statutes of the United States, it is ordered as follows:

#### PART I—ESTABLISHMENT OF THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

Section 101. There is hereby established the President's Committee on Equal Employment Opportunity.

Sec. 102. The Committee shall be composed as follows:

(a) The Vice President of the United States, who is hereby designated Chairman of the Committee and who shall preside at meetings of the Committee.

(b) The Secretary of Labor, who is hereby designated Vice Chairman of the Committee and who shall act as Chairman in the absence of the Chairman. The Vice Chairman shall have general supervision and direction of the work of the Committee and of the execution and implementation of the policies and purposes of this order.

(c) The Chairman of the Atomic Energy Commission, the Secretary of Com-

merce, the Attorney General, the Secretary of Defense, the Secretaries of the Army, Navy and Air Force, the Administrator of Internal Revenue, the Chairman of the Civil Service Commission, and the Administrator of the National Aeronautics and Space Administration. Each such member may designate an alternate to represent him in his absence.

(d) Such other members as the President may from time to time appoint.

(e) An Executive Vice Chairman, designated by the President, who shall be *ex officio* a member of the Committee. The Executive Vice Chairman shall assist the Chairman, the Vice Chairman and the Committee. Between meetings of the Committee he shall be primarily responsible for carrying out the functions of the Committee and may act for the Committee pursuant to its rules, delegations, and other directives. Final action in individual cases or classes of cases may be taken and final orders may be entered on behalf of the Committee by the Executive Vice Chairman when the Committee so authorizes.

Sec. 103. The Committee shall meet upon the call of the Chairman and at such other times as may be provided by its rules and regulations. It shall (a) consider and adopt rules and regulations to govern its proceedings; (b) provide generally for the procedures and policies to implement this order; (c) consider reports as to progress under this order; (d) consider and act, where necessary or appropriate, upon matters which may be presented to it by any of its members; and (e) make such reports to the President as he may require or the Committee shall deem appropriate. Such reports shall be made at least once annually and shall include specific references to the actions taken and results achieved by each department and agency. The Chairman may appoint sub-committees to make special studies on a continuing basis.

#### PART II—NONDISCRIMINATION IN GOVERNMENT EMPLOYMENT

Section 201. The President's Committee on Equal Employment Opportunity established by this order is directed immediately to scrutinize and study employment practices of the Government of the United States, and to consider and recommend additional affirmative steps which should be taken by executive departments and agencies to realize more fully the national policy of nondiscrimination within the executive branch of the Government.

Sec. 202. All executive departments and agencies are directed to initiate forthwith studies of current government employment practices within their responsibility. The studies shall be in such form as the Committee may prescribe and shall include statistics on current employment patterns, a review of cur-

rent procedures, and the recommendation of positive measures for the elimination of any discrimination, direct or indirect, which now exists. Reports and recommendations shall be submitted to the Executive Vice Chairman of the Committee no later than sixty days from the effective date of this order, and the Committee, after considering such reports and recommendations, shall report to the President on the current situation and recommend positive measures to accomplish the objectives of this order.

Sec. 203. The policy expressed in Executive Order No. 10890 of January 18, 1955 (20 P.R. 409), with respect to the exclusion and prohibition of discrimination against any employee or applicant for employment in the Federal Government because of race, color, religion, or national origin is hereby reaffirmed.

Sec. 204. The President's Committee on Government Employment Policy, established by Executive Order No. 10890 of January 18, 1955 (20 P.R. 409), as amended by Executive Order No. 10722 of August 5, 1957 (22 P.R. 6267), is hereby abolished, and the powers, functions, and duties of that Committee are hereby transferred to, and henceforth shall be vested in, and exercised by, the President's Committee on Equal Employment Opportunity in addition to the powers conferred by this order.

#### PART III—CONDITIONS OF GOVERNMENT CONTRACTS AND SUBCONTRACTS

##### SUBPART A—CONTRACTORS' AGREEMENTS

Section 301. Except in contracts exempted in accordance with section 303 of this order, all government contracting agencies shall include in every government contract hereafter entered into the following provisions:

"In connection with the performance of work under this contract, the contractor agrees as follows:

"(1) The contractor will not discriminate against any employee or applicant for employment because of race, creed, color, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this non-discrimination clause.

"(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor,

state that all qualified applicants will receive consideration for employment without regard to race, creed, color, or national origin.

"(3) The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided by the agency contracting officer, advising the said labor union or workers' representative of the contractor's commitments under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

"(4) The contractor will comply with all provisions of Executive Order No. 10836 of March 6, 1961, and of the rules, regulations, and relevant orders of the President's Committee on Equal Employment Opportunity created thereby.

"(5) The contractor will furnish all information and reports required by Executive Order No. 10836 of March 6, 1961, and by the rules, regulations, and orders of the said Committee, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the Committee for the purpose of investigation to ascertain compliance with such rules, regulations, and orders.

"(6) In the event of the contractor's non-compliance with the nondiscrimination clause of this contract or with any of the said rules, regulations, or orders, this contract may be cancelled in whole or in part and the contractor may be declared ineligible for further government contracts in accordance with procedures authorized in Executive Order No. 10836 of March 6, 1961, and such other sanctions may be imposed and remedies invoked as provided in the said Executive order or by rule, regulation, or order of the President's Committee on Equal Employment Opportunity, or as otherwise provided by law.

"(7) The contractor will include the provisions of the foregoing paragraphs (1) through (6) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the President's Committee on Equal Employment Opportunity issued pursuant to section 303 of Executive Order No. 10836 of March 6, 1961, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the contracting agency may direct as a means of enforcing such provisions, including sanctions for non-compliance. Provided, however, that in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

Sec. 302. (a) Each contractor having a contract containing the provisions prescribed in section 301 shall file, and shall cause each of his subcontractors to file, Compliance Reports with the contracting agency, which will be subject to review by the Committee upon its request.

Compliance Reports shall be filed within such times and shall contain such information as to the practices, policies, programs, and employment statistics of the contractor and each subcontractor, and shall be in such form, as the Committee may prescribe.

(b) Bidders or prospective contractors or subcontractors may be required to state whether they have participated in any previous contract subject to the provisions of this order, and in that event to submit, on behalf of themselves and their proposed subcontractors, Compliance Reports prior to or as an initial part of their bid or negotiation of a contract.

(c) Whenever the contractor or subcontractor has a collective bargaining agreement or other contract or understanding with a labor union or other representative of workers, the Compliance Report shall include such information as to the labor union or other representative's practices and policies affecting compliance with this order. If such information is within the exclusive possession of a labor union or other workers' representative and the labor union or representative shall refuse to furnish such information to the contractor, the contractor shall so certify to the contracting agency as part of its Compliance Report and shall set forth what efforts he has made to obtain such information.

(d) The Committee may direct that any bidder or prospective contractor or subcontractor shall submit, as part of his Compliance Report, a statement in writing, signed by an authorized officer or agent of any labor union or other workers' representative with which the bidder or prospective contractor deals, together with supporting information, to the effect that the said labor union or representative's practices and policies do not discriminate on the grounds of race, color, creed, or national origin, and that the labor union or representative either will affirmatively cooperate, within the limits of his legal and contractual authority, in the implementation of the policy and provisions of this order or that it consents and agrees that recruitment, employment, and the terms and conditions of employment under the proposed contract shall be in accordance with the purposes and provisions of the order. In the event that the union or representative shall refuse to execute such a statement, the Compliance Report shall so certify and set forth what efforts have been made to secure such a statement.

Sec. 303. The Committee may, when it deems that special circumstances in the national interest so require, exempt a contracting agency from the requirement of including the provisions of section 301 of this order in any specific contract, subcontract, or purchase order. The Committee may, by rule or regulation, also exempt certain classes of contracts, subcontracts, or purchase orders (a) where work is to be or has been performed outside the United States and no recruitment of workers within the limits of the United States is involved;

(b) for standard commercial supplies or raw materials; or (c) involving less than specified amounts of money or specified numbers of workers.

#### SUBPART B—LABOR UNIONS AND REPRESENTATIVES OF WORKERS

Sec. 304. The Committee shall use its best efforts, directly and through contracting agencies, contractors, state and local officials and public and private agencies, and all other available instrumentalities, to cause any labor union, recruiting agency or other representative of workers who is or may be engaged in work under government contracts to cooperate with, and to comply in the implementation of, the purposes of this order.

Sec. 305. The Committee may, to effectuate the purposes of section 304 of this order, hold hearings, public or private, with respect to the practices and policies of any such labor organization. It shall from time to time submit special reports to the President concerning discriminatory practices and policies of any such labor organization, and may recommend remedial action if, in its judgment, such action is necessary or appropriate. It may also notify any Federal, state, or local agency of its conclusions and recommendations with respect to any such labor organization which in its judgment has failed to cooperate with the Committee, contracting agencies, contractors, or subcontractors in carrying out the purposes of this order.

#### SUBPART C—POWER AND SUPPLY OF THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY AND OF CONTRACTING AGENCIES

Sec. 306. The Committee shall adopt such rules and regulations and issue such orders as it deems necessary and appropriate to achieve the purposes of this order, including the purposes of Part II hereof relating to discrimination in government employment.

Sec. 307. Each contracting agency shall be primarily responsible for obtaining compliance with the rules, regulations, and orders of the Committee with respect to contracts entered into by such agency or its contractors, or affecting its own employment practices. All contracting agencies shall comply with the Committee's rules in discharging their primary responsibility for securing compliance with the provisions of contracts and otherwise with the terms of this Executive order and of the rules, regulations, and orders of the Committee pursuant hereto. They are directed to cooperate with the Committee, and to furnish the Committee such information and assistance as it may require in the performance of its functions under this order. They are further directed to appoint or designate, from among the agency's personnel, compliance officers. It shall be the duty of such officers to seek compliance with the objectives of this order by conference, conciliation, mediation, or persuasion.

Sec. 308. The Committee is authorized to delegate to any officer, agency, or employee in the executive branch of the



Government any function of the Committee under this order, except the authority to promulgate rules and regulations of a general nature.

**Sec. 309.** (a) The Committee may itself investigate the employment practices of any government contractor or subcontractor, or initiate such investigation by the appropriate contracting agency or through the Secretary of Labor, to determine whether or not the contractual provisions specified in section 301 of this order have been violated. Such investigation shall be conducted in accordance with the procedures established by the Committee, and the investigating agency shall report to the Committee any action taken or recommended.

(b) The Committee may receive and cause to be investigated complaints by employees or prospective employees of a government contractor or subcontractor which allege discrimination contrary to the contractual provisions specified in section 301 of this order. The appropriate contracting agency or the Secretary of Labor, as the case may be, shall report to the Committee what action has been taken or is recommended with regard to such complaints.

**Sec. 310.** (a) The Committee, or any agency or officer of the United States designated by rule, regulation, or order of the Committee, may hold such hearings, public or private, as the Committee may deem advisable for compliance, enforcement, or educational purposes.

(b) The Committee may hold, or cause to be held, hearings in accordance with subsection (a) of this section prior to imposing, ordering, or recommending the imposition of penalties and sanctions under this order, except that no order for debarment of any contractor from further government contracts shall be made without a hearing.

**Sec. 311.** The Committee shall encourage the furtherance of an educational program by employer, labor, civic, educational, religious, and other non-governmental groups in order to eliminate or reduce the basic causes of discrimination in employment on the ground of race, creed, color, or national origin.

#### SUBPART B—SANCTIONS AND PENALTIES

**Sec. 312.** In accordance with such rules, regulations or orders as the Committee may issue or adopt, the Committee or the appropriate contracting agency may:

(a) Publish, or cause to be published, the names of contractors or unions which it has concluded have complied or have failed to comply with the provisions of this order or of the rules, regulations, and orders of the Committee.

(b) Recommend to the Department of Justice that, in cases where there is substantial or material violation or the threat of substantial or material violation of the contractual provisions set forth in section 301 of this order, appropriate proceedings be brought to enforce those provisions, including the enjoining, within the limitations of applicable law, of organizations, individ-

uals or groups who prevent directly or indirectly, or seek to prevent directly or indirectly, compliance with the aforesaid provisions.

(c) Recommend to the Department of Justice that criminal proceedings be brought for the furnishing of false information to any contracting agency or to the Committee as the case may be.

(d) Terminate, or cause to be terminated, any contract, or any portion or portions thereof, for failure of the contractor or subcontractor to comply with the nondiscrimination provisions of the contract. Contracts may be terminated absolutely or continuance of contracts may be conditioned upon a program for future compliance approved by the contracting agency.

(e) Provide that any contracting agency shall refrain from entering into further contracts, or extensions or other modifications of existing contracts, with any non-complying contractor, until such contractor has satisfied the Committee that he has established and will carry out personnel and employment policies in compliance with the provisions of this order.

(f) Under rules and regulations prescribed by the committee, each contracting agency shall make reasonable efforts within a reasonable time limitation to secure compliance with the contract provisions of this order by methods of conference, conciliation, mediation, and persuasion before proceedings shall be instituted under paragraph (b) of this section, or before a contract shall be terminated in whole or in part under paragraph (d) of this section for failure of a contractor or subcontractor to comply with the contract provisions of this order.

**Sec. 313.** Any contracting agency taking any action authorized by this section, whether on its own motion, or as directed by the Committee, or under the Committee's rules and regulations, shall promptly notify the Committee of such action or reasons for not acting. Where the Committee itself makes a determination under this section, it shall promptly notify the appropriate contracting agency of the action recommended. The agency shall take such action and shall report the results thereof to the Committee within such time as the Committee shall provide.

**Sec. 314.** If the Committee shall so direct, contracting agencies shall not enter into contracts with any bidder or prospective contractor unless the bidder or prospective contractor has satisfactorily complied with the provisions of this order or submit a program for compliance acceptable to the Committee or, if the Committee so authorizes, to the contracting agency.

**Sec. 315.** Whenever a contracting agency terminates a contract, or whenever a contractor has been debarred from further government contracts, because of noncompliance with the contractor provisions with regard to nondiscrimination, the Committee, or the contracting agency involved, shall promptly notify the Comptroller General of the United States.

#### SUBPART C—CERTIFICATES OF MERIT

**Sec. 316.** The Committee may provide for issuance of a United States Government Certificate of Merit to employers or employee organizations which are or may hereafter be engaged in work under government contracts. If the Committee is satisfied that the personnel and employment practices of the employer, or that the personnel, training, apprenticeship, membership, grievance and representation, upgrading and other practices and policies of the employee organization, conform to the purposes and provisions of this order.

**Sec. 317.** Any Certificate of Merit may at any time be suspended or revoked by the Committee if the holder thereof, in the judgment of the Committee, has failed to comply with the provisions of this order.

**Sec. 318.** The Committee may provide for the exemption of any employer or employee organization from any requirement for furnishing information as to compliance if such employer or employee organization has been awarded a Certificate of Merit which has not been suspended or revoked.

#### PART IV—MISCELLANEOUS

**SECTION 401.** Each contracting agency (except the Department of Justice) shall defray such necessary expenses of the Committee as may be authorized by law, including section 214 of the Act of May 3, 1948, 59 Stat. 134 (31 U.S.C. 691): *Provided*, that no agency shall supply more than fifty per cent of the funds necessary to carry out the purposes of this order. The Department of Labor shall provide necessary space and facilities for the Committee. In the case of the Department of Justice, the contribution shall be limited to furnishing legal services.

**Sec. 402.** This order shall become effective thirty days after its execution. The General Services Administration shall take appropriate action to revise the standard Government contract forms to accord with the provisions of this order and of the rules and regulations of the Committee.

**Sec. 403.** Executive Order No. 10479 of August 13, 1953 (18 F.R. 4899), together with Executive Orders Nos. 10482 of August 18, 1953 (18 F.R. 4944), and 10733 of October 10, 1957 (22 F.R. 8135), amending that order, and Executive Order No. 10557 of September 3, 1954 (19 F.R. 5855), are hereby revoked, and the Government Contract Committee established by Executive Order No. 10479 is abolished. All records and property of or in the custody of the said Committee are hereby transferred to the President's Committee on Equal Employment Opportunity, which shall wind up the outstanding affairs of the Government Contract Committee.

JOHN F. KENNEDY

THE WHITE HOUSE,  
March 6, 1961.

[P.R. Doc. 81-2098; Filed, Mar. 7, 1961;  
10 06 a.m.]

# Presidential Documents

## Title 3—THE PRESIDENT

Executive Order 10925

### ESTABLISHING THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

WHEREAS discrimination because of race, creed, color, or national origin is contrary to the Constitutional principles and policies of the United States; and

WHEREAS it is the plain and positive obligation of the United States Govern-

ment to promote and ensure equal opportunity for all qualified persons, without regard to race, creed, color, or national origin, engaged in seeking employment with the Federal Government and on government contracts; and

WHEREAS it is the policy of the executive branch of the Government to encourage by positive measures equal opportunity for all qualified persons within the Government; and

WHEREAS it is in the national interest and welfare of the United States to promote its economy, security, and national defense through the most efficient and effective utilization of all available manpower; and

WHEREAS a review and analysis of existing Executive orders, practices, and government agency procedures relating to government employment and compliance with existing non-discrimination contract provisions reveal an urgent need for expansion and strengthening of efforts to promote full equality of employment opportunity; and

WHEREAS a single governmental committee should be charged with responsibility for accomplishing these objectives:

NOW, THEREFORE, by virtue of the authority vested in me as President of the United States by the Constitution and statutes of the United States, it is ordered as follows:

#### PART I—ESTABLISHMENT OF THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

SECTION 101. There is hereby established the President's Committee on Equal Employment Opportunity.

SEC. 102. The Committee shall be composed as follows:

(a) The Vice President of the United States, who is hereby designated Chairman of the Committee and who shall preside at meetings of the Committee.

(b) The Secretary of Labor, who is hereby designated Vice Chairman of the Committee and who shall act as Chairman in the absence of the Chairman. The Vice Chairman shall have general supervision and direction of the work of the Committee and of the execution and implementation of the policies and purposes of this order.

(c) The Chairman of the Atomic Energy Commission, the Secretary of Com-

merce, the Attorney General, the Secretary of Defense, the Secretaries of the Army, Navy and Air Force, the Administrator of General Services, the Chairman of the Civil Service Commission, and the Administrator of the National Aeronautics and Space Administration. Each such member may designate an alternate to represent him in his absence.

(d) Such other members as the President may from time to time appoint.

(e) As Executive Vice Chairman, designated by the President, who shall be an officer or member of the Committee. The Executive Vice Chairman shall assist the Chairman, the Vice Chairman and the Committee. Between meetings of the Committee he shall be primarily responsible for carrying out the functions of the Committee and may act for the Committee pursuant to its rules, regulations, and other directives. Final action in individual cases or classes of cases may be taken and final orders may be entered on behalf of the Committee by the Executive Vice Chairman when the Committee so authorizes.

SEC. 103. The Committee shall meet upon the call of the Chairman and at such other times as may be provided by its rules and regulations. It shall (a) consider and adopt rules and regulations to govern its proceedings; (b) provide generally for the procedures and policies to implement this order; (c) consider reports as to progress under this order; (d) consider and act, where necessary or appropriate, upon matters which may be presented to it by any of its members; and (e) make such reports to the President as he may require or the Committee shall deem appropriate. Such reports shall be made at least once annually and shall include specific references to the status taken and results achieved by each department and agency. The Chairman may appoint sub-committees to make special studies on a continuing basis.

#### PART II—NONDISCRIMINATION IN GOVERNMENT EMPLOYMENT

SECTION 201. The President's Committee on Equal Employment Opportunity established by this order is directed immediately to scrutinize and study employment practices of the Government of the United States, and to consider and recommend additional affirmative steps which should be taken by executive departments and agencies to realize more fully the national policy of nondiscrimination within the executive branch of the Government.

SEC. 202. All executive departments and agencies are directed to initiate forthwith studies of current government employment practices within their responsibility. The studies shall be in such form as the Committee may prescribe and shall include statistics on current employment patterns, a review of cur-

rent procedures, and the recommendation of positive measures for the elimination of any discrimination, direct or indirect, which now exists. Reports and recommendations shall be submitted to the Executive Vice Chairman of the Committee no later than sixty days from the effective date of this order, and the Committee, after considering such reports and recommendations, shall report to the President on the current situation and recommend positive measures to accomplish the objectives of this order.

SEC. 203. The policy expressed in Executive Order No. 10530 of January 18, 1948 (30 P.R. 609), with respect to the exclusion and prohibition of discrimination against any employee or applicant for employment in the Federal Government because of race, color, religion, or national origin is hereby reaffirmed.

SEC. 204. The President's Committee on Government Employment Policy, established by Executive Order No. 10880 of January 18, 1948 (30 P.R. 609), as amended by Executive Order No. 10728 of August 8, 1947 (32 P.R. 687), is hereby abolished, and the powers, functions, and duties of that Committee are hereby transferred to, and henceforth shall be vested in, and exercised by, the President's Committee on Equal Employment Opportunity in addition to the powers conferred by this order.

#### PART III—OBLIGATIONS OF GOVERNMENT CONTRACTORS AND SUBCONTRACTORS

##### SUBPART A—CONTRACTORS' AGREEMENTS

SECTION 301. Except in contracts exempted in accordance with section 203 of this order, all government contracting agencies shall include in every government contract hereafter entered into the following provision:

"In connection with the performance of work under this contract, the contractor agrees as follows:

"(1) The contractor will not discriminate against any employee or applicant for employment because of race, creed, color, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this non-discrimination clause.

"(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor,



state that all qualified applicants will receive consideration for employment without regard to race, creed, color, or national origin.

"(3) The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer, advising the said labor union or workers' representative of the contractor's commitments under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

"(4) The contractor will comply with all provisions of Executive Order No. 10925 of March 8, 1961, and of the rules, regulations, and relevant orders of the President's Committee on Equal Employment Opportunity created thereby.

"(5) The contractor will furnish all information and reports required by Executive Order No. 10925 of March 8, 1961, and by the rules, regulations, and orders of the said Committee, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the Committee for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

"(6) In the event of the contractor's non-compliance with the non-discrimination clauses of this contract or with any of the rules, regulations, or orders, this contract may be annulled in whole or in part and the contractor may be declared ineligible for future government contracts in accordance with procedures authorized in Executive Order No. 10925 of March 8, 1961, and such other sanctions may be imposed and remedies pursued as provided in the said Executive order or by rule, regulation, or order of the President's Committee on Equal Employment Opportunity, or as otherwise provided by law.

"(7) The contractor will include the provisions of the foregoing paragraphs (1) through (6) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the President's Committee on Equal Employment Opportunity issued pursuant to section 303 of Executive Order No. 10925 of March 8, 1961, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the contracting agency may direct as a means of enforcing such provisions, including sanctions for non-compliance. Provided, however, that in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the contractor may request the United States to enter into such litigation to protect the interests of the United States."

Sec. 302. (a) Each contractor having a contract containing the provisions prescribed in section 301 shall file, and shall cause each of its subcontractors to file, Compliance Reports with the contracting agency which will be subject to review by the Committee upon its request.

Compliance Reports shall be filed within such times and shall contain such information as to the practices, policies, programs, and employment statistics of the contractor and each subcontractor, and shall be in such form, as the Committee may prescribe.

(b) Bidders or prospective contractors or subcontractors may be required to state whether they have participated in any previous contract subject to the provision of this order, and in that event as submit, on behalf of themselves and their proposed subcontractors, Compliance Reports prior to or as an initial part of their bid or negotiation of a contract.

(c) Whenever the contractor or subcontractor has a collective bargaining agreement or other contract or understanding with a labor union or other representative of workers, the Compliance Report shall include such information as to the labor union's or other representative's practices and policies affecting compliance as the Committee may prescribe. Provided, that to the extent such information is within the exclusive possession of a labor union or other workers' representative and the labor union or representative shall refuse to furnish such information to the contractor, the contractor shall so certify to the contracting agency as part of its Compliance Report and shall set forth what efforts he has made to obtain such information.

(d) The Committee may direct that any bidder or prospective contractor or subcontractor shall submit, as part of his Compliance Report, a statement in writing, signed by an authorized officer or agent of any labor union or other workers' representative with which the bidder or prospective contractor deals, together with supporting information, to the effect that the said labor union's or representative's practices and policies do not discriminate on the grounds of race, color, creed, or national origin, and that the labor union or representative either will affirmatively operate, within the limits of his legal and contractual authority, in the implementation of the policy and provisions of this order or that it consents and agrees that recruitment, employment, and the terms and conditions of employment under the proposed contract shall be in accordance with the purposes and provisions of the order. In the event that the union or representative shall refuse to execute such a statement, the Compliance Report shall so certify and set forth what efforts have been made to secure such a statement.

Sec. 303. The Committee may, when it deems that special circumstances in the national interest so require, exempt a contracting agency from the requirement of including the provisions of section 301 of this order in any specific contract, subcontract, or purchase order. The Committee may, by rule or regulation, also exempt certain classes of contracts, subcontracts, or purchase orders in which work is to be or has been performed outside the United States and no recruitment of workers within the limits of the United States is involved,

(b) for standard commercial supplies or raw materials; or (c) involving less than specified amounts of money or specified numbers of workers.

#### SUBPART B—LABOR UNIONS AND REPRESENTATIVES OF WORKERS

Sec. 304. The Committee shall use its best efforts, directly and through contracting agencies, contractors, state and local officials and public and private agencies, and all other available instrumentalities, to cause any labor union, recruiting agency or other representative of workers who is or may be engaged in work under government contracts to cooperate with, and to comply in the implementation of, the purposes of this order.

Sec. 305. The Committee may, to effectuate the purposes of section 304 of this order, hold hearings, public or private, with respect to the practices and policies of any such labor organization. It shall from time to time submit special reports to the President concerning discriminatory practices and policies of any such labor organization, and may recommend remedial action if, in its judgment, such action is necessary or appropriate. It may also notify any Federal, state, or local agency of its conclusions and recommendations with respect to any such labor organization which in its judgment has failed to cooperate with the Committee, contracting agencies, contractors, or subcontractors in carrying out the purposes of this order.

#### SUBPART C—SOWNS AND RULES OF THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY AND OF CONTRACTING AGENCIES

Sec. 306. The Committee shall adopt such rules and regulations and issue such orders as it deems necessary and appropriate to achieve the purposes of this order, including the purposes of Part II hereof relating to discrimination in government employment.

Sec. 307. Each contracting agency shall be primarily responsible for obtaining compliance with the rules, regulations, and orders of the Committee with respect to contracts entered into by such agency or its contractors, or affecting its own employment practices. All contracting agencies shall comply with the Committee's rules in discharging their primary responsibility for securing compliance with the provisions of contracts and otherwise with the terms of this Executive order and of the rules, regulations, and orders of the Committee pursuant hereto. They are directed to cooperate with the Committee, and to furnish the Committee such information and assistance as it may require in the performance of its functions under this order. They are further directed to appoint or designate, from among the agency's personnel, compliance officers. It shall be the duty of such officers to seek compliance with the objectives of this order by conference, conciliation, mediation, or persuasion.

Sec. 308. The Committee is authorized to delegate to any officer, agency, or employee in the executive branch of the

Government any function of the Committee under this order, except the authority to promulgate rules and regulations of a general nature.

Sec. 309. (a) The Committee may itself investigate the employment practices of any government contractor or subcontractor, or initiate such investigation by the appropriate contracting agency or through the Secretary of Labor, to determine whether or not the contractual provisions specified in section 301 of this order have been violated. Such investigation shall be conducted in accordance with the procedures established by the Committee, and the investigating agency shall report to the Committee any action taken or recommended.

(b) The Committee may receive and cause to be investigated complaints by employees or prospective employees of a government contractor or subcontractor which allege discrimination contrary to the contractual provisions specified in section 301 of this Order. The appropriate contracting agency or the Secretary of Labor, as the case may be, shall report to the Committee what action has been taken or is recommended with regard to such complaints.

Sec. 310. (a) The Committee, or any agency or officer of the United States designated by rule, regulation, or order of the Committee, may hold such hearings, public or private, as the Committee may deem advisable for compliance, enforcement, or educational purposes.

(b) The Committee may hold, or cause to be held, hearings in accordance with subsection (a) of this section prior to imposing orders, or recommending the imposition of penalties and sanctions under this order, except that no order for debarment of any contractor from further government contracts shall be made without a hearing.

Sec. 311. The Committee shall encourage the furtherance of an educational program by employer, labor, civil, educational, religious, and other non-governmental groups in order to eliminate or reduce the basic causes of discrimination in employment on the ground of race, creed, color, or national origin.

#### SUBPART B—SANCTIONS AND PENALTIES

Sec. 312. In accordance with such rules, regulations or orders as the Committee may issue or adopt, the Committee or the appropriate contracting agency may:

(a) Publish, or cause to be published, the names of contractors or unions which it has concluded have complied or have failed to comply with the provisions of this order or of the rules, regulations, and orders of the Committee.

(b) Recommend to the Department of Justice that, in cases where there is substantial or material violation or the threat of substantial or material violation of the contractual provisions set forth in section 301 of this order, appropriate proceedings be brought to enforce those provisions, including the enjoining, within the limitations of applicable law, of organizations, individ-

uals or groups who prevent directly or indirectly, or seek to prevent directly or indirectly, compliance with the aforesaid provisions.

(c) Recommend to the Department of Justice that criminal proceedings be brought for the furnishing of false information to any contracting agency or to the Committee as the case may be.

(d) Terminate, or cause to be terminated, any contract or any portion or portions thereof, for failure of the contractor or subcontractor to comply with the nondiscrimination provisions of the contract. Contracts may be terminated absolutely or continuance of contracts may be conditioned upon a program for future compliance approved by the contracting agency.

(e) Provide that any contracting agency shall refrain from entering into further contracts, or extensions or other modifications of existing contracts with any non-complying contractor, until such contractor has satisfied the Committee that he has established and will carry out personnel and employment policies in compliance with the provisions of this order.

(f) Under rules and regulations prescribed by the Committee, each contracting agency shall make reasonable efforts within a reasonable time limitation to secure compliance with the contract provisions of this order by methods of conference, conciliation, mediation, and persuasion before proceedings shall be instituted under paragraph (b) of this section, or before a contract shall be terminated in whole or in part under paragraph (d) of this section for failure of a contractor or subcontractor to comply with the contract provisions of this order.

Sec. 313. Any contracting agency taking any action authorized by this section, whether on its own motion, or as directed by the Committee, or under the Committee's rules and regulations, shall promptly notify the Committee of such action or reasons for not acting. Where the Committee itself makes a determination under this section, it shall promptly notify the appropriate contracting agency of the action recommended. The agency shall take such action and shall report the results thereof to the Committee within such time as the Committee shall provide.

Sec. 314. If the Committee shall so direct, contracting agencies shall not enter into contracts with any bidder or prospective contractor unless the bidder or prospective contractor has satisfactorily complied with the provisions of this order or submits a program for compliance acceptable to the Committee or, if the Committee so authorizes, to the contracting agency.

Sec. 315. Whenever a contracting agency terminates a contract, or whenever a contractor has been debarred from further government contracts, because of noncompliance with the contract provisions with regard to nondiscrimination, the Committee, or the contracting agency involved, shall promptly notify the Comptroller General of the United States.

#### SUBPART C—CERTIFICATES OF MERIT

Sec. 316. The Committee may provide for issuance of a United States Government Certificate of Merit to employers or employee organizations which are or may hereafter be engaged in work under government contracts, if the Committee is satisfied that the personnel and employment practices of the employer, or that the personnel, training, apprenticeship, membership, grievance and representation, upgrading and other practices and policies of the employee organization, conform to the purposes and provisions of this order.

Sec. 317. Any Certificate of Merit may at any time be suspended or revoked by the Committee if the holder thereof, in the judgment of the Committee, has failed to comply with the provisions of this order.

Sec. 318. The Committee may provide for the exemption of any employer or employee organization from any requirement for furnishing information as to compliance if such employer or employee organization has been awarded a Certificate of Merit which has not been suspended or revoked.

#### PART IV—MISCELLANEOUS

Section 401. Each contracting agency (except the Department of Justice) shall defray such necessary expenses of the Committee as may be authorized by law, including section 214 of the Act of May 3, 1945, 53 Stat. 134 (31 U.S.C. 691): Provided, that no agency shall supply more than fifty per cent of the funds necessary to carry out the purposes of this order. The Department of Labor shall provide necessary space and facilities for the Committee. In the case of the Department of Justice, the contribution shall be limited to furnishing legal services.

Sec. 402. This order shall become effective thirty days after its execution. The General Services Administration shall take appropriate action to revise the standard Government contract forms to accord with the provisions of this order and of the rules and regulations of the Committee.

Sec. 403. Executive Order No. 10479 of August 13, 1953 (18 P.R. 4899), together with Executive Orders Nos. 10482 of August 18, 1953 (18 P.R. 4944), and 10733 of October 10, 1957 (23 P.R. 8135), amending that order, and Executive Order No. 10557 of September 3, 1954 (18 P.R. 5655), are hereby revoked, and the Government Contract Committee established by Executive Order No. 10479 is abolished. All records and property of or in the custody of the said Committee are hereby transferred to the President's Committee on Equal Employment Opportunity, which shall wind up the outstanding affairs of the Government Contract Committee.

JOHN F. KENNEDY

THE WHITE HOUSE,  
March 6, 1961.  
[P.R. Doc. 61-1000; Filed, Mar. 7, 1961;  
10:06 a.m.]



Office of the General President

To: Mr. Fred Tobie

From: Mr. Joseph Konowe

Re: Appointment with Mr. Ethridge  
Pentagon Bldg. Thursday, July 31st.

HEADQUARTERS

*Policy - Non-Discrimination*

X

July 28, 1958

Would like to have you go with me to the Pentagon on Thursday,  
July 31st at 3:30 p.m. re the putting of non-discrimination  
clauses in Government bills of lading.

I shall need a copy of our Constitution and the letter setting  
forth our policy on discrimination sent recently to the Senate  
and any other material you might think important.

Joseph Konowe

JK/js



# CITY EMPLOYEES UNION LOCAL 237

*International Brotherhood of Teamsters*

AMERICAN FEDERATION OF LABOR — CONGRESS OF INDUSTRIAL ORGANIZATIONS

170 NASSAU STREET

NEW YORK 38, N. Y.

WORTH 4-0351-2-3-4

May 1, 1958



PRESIDENT  
HENRY FEINSTEIN  
VICE PRESIDENT  
MICHAEL V. MIRANDE  
SECRETARY-TREASURER  
JESSE KRAUSS  
RECORDING SECRETARY  
JOHN KOCH  
TRUSTEES  
WILLIAM LEWIS  
SALVATORE RAGUSO  
ARTHUR POLEY  
COUNSEL  
LOUIS E. YAVNES  
MORRIS WEISSBERG  
BERNARD SEGAL  
PUBLIC RELATIONS  
ABE WEISS  
ECONOMIC RESEARCH  
WALTER L. EISENBERG

HEADQUARTERS

*Policy: Non-Discrimination*

X

X

Mr. James R. Hoffa  
General President  
International Brotherhood of Teamsters  
25 Louisiana Avenue N/W  
Washington 1, D.C.

Dear Mr. Hoffa:

In reply to your letter of April 16 referring to a policy of non-discrimination, I am pleased to inform you that our local, City Employees Union Local 237, has consistently, since its inception, organized into the membership both Negro and white workers.

In addition, our staff of organizers and office employees is selected on a strictly non-discriminatory basis and includes our most competent choices regardless of color.

Members of our executive board and trustees also include Negro and white brothers who work together in the greatest harmony.

I think our local represents the ideal environment in which interracial harmony has blossomed and can serve as a good example to other locals of our great International.

With my very kindest personal regards,

*Henry Feinstein*  
Henry Feinstein  
President

PHR/pw



HEADQUARTERS

*Policy - Non-Discrimination*

LOCAL No. 270

424 CHARTRES STREET • MAGNOLIA 1621 • NEW ORLEANS 16, LA.

CHARLES WINTERS, President

April 28, 1958

Mr. James R. Hoffa, General President  
International Brotherhood of Teamsters  
25 Louisiana Avenue, N.W.  
Washington 1, D. C.

Dear Brother Hoffa:

This will acknowledge receipt of your letter of  
April 16, 1958 concerning the non-discrimination  
program endorsed by this Union.

Please be advised that this is a practice here  
in New Orleans, though we are down South and that we  
have suffered no ill effects. Our membership growth  
indicates that this is not an issue and one that will  
not stop the program of organized labor.

Fraternally yours,

TEAMSTERS LOCAL UNION #270

*Charles D. Winters*  
CHARLES D. WINTERS, President  
and Business Manager

CDW/nl

From the Desk of:  
YUKI KATO

4/24/58  
Date

Gene:

Make a file on Teameter International  
policy on non-discrimination.

✓ HEADQUARTERS ✓

Policy - non-discrimination

X-1 215

✓



2  
**Chauffeurs, Teamsters and Helpers Local Union 215**

Affiliated with The International Brotherhood of Teamsters, Chauffeurs,  
Warehousemen and Helpers of America, A. F. of L.



216 N. FULTON AVENUE  
Office Phone MA 5-5169 - HA 5-5160  
EVANSVILLE 10, INDIANA

APRIL 21, 1958

JAMES R. HOFFA  
GENERAL PRESIDENT  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
25 LOUISIANA AVE. N.W.  
WASHINGTON 1, D.C.

DEAR SIR AND BROTHER;

WE ARE IN FULL ACCORD WITH THE TEAMSTERS INTERNATIONAL UNION'S POLICY OF NON-DISCRIMINATION. LAST YEAR WE WAGED A SUCCESSFUL FIGHT TO HAVE ALL NEGRO MEMBERS ADMITTED TO THE CENTRAL BODIES, CLUB ROOMS, ETC.

WE HAVE MEMBERS OF ALL FAITHS, CREED AND COLOR REPRESENTED IN OUR LOCAL UNION AND WE ASSURE YOU THAT YOU HAVE OUR FULL SUPPORT ON THE NON-DISCRIMINATION POLICY.

FRATEERNALLY YOURS,

C. K. Arden

C. K. ARDEN,  
SECRETARY-TREASURER

HW

INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
CHAUFFEURS · WAREHOUSEMEN & HELPERS  
OF AMERICA

OFFICE OF  
• JAMES R. HOFFA •  
GENERAL PRESIDENT  
28 LOUISIANA AVE. N.W.

WASHINGTON 1, D.C.



April 16, 1958

HEADQUARTERS

*Policy - Non-Discrimination*

TO ALL LOCAL UNIONS, JOINT COUNCILS,  
AREA CONFERENCES AND GENERAL ORGANIZERS.

Dear Sir and Brother:

As you know, the Teamsters International Union has a policy of non-discrimination because of race, color, or creed. This is based not only upon our Constitution, but also upon the traditional belief of the labor movement in the brotherhood of man.

At the February meeting of the General Executive Board in Miami, this policy was reaffirmed. However, to simply reaffirm this policy means nothing unless we are prepared to take positive action.

As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen.

Our International Constitution (Section 2, Article II) states:

"Any person of good moral character, employed in the craft or the various employments over which this International Union has jurisdiction, shall be eligible to membership in this organization."

On behalf of the General Executive Board, I urge each and every local union to take positive action in this regard. Not only should we accept for membership all persons who are eligible, each local should also assist in obtaining employment for everyone, regardless of race, creed, or color.

As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets. The General Executive Board asks your full support in enforcing our non-discrimination policy.

Fraternally yours,

*James R. Hoffa*  
James R. Hoffa  
General President

HEADQUARTERS

Policy - Non-Discrimi-  
nation

April 16, 1958

FOR IMMEDIATE RELEASE

Teamster President James R. Hoffa has urged the 1,500,000 members of his giant union to practice "non-discrimination because of race, color, or creed."

In a letter sent today to all local unions, Hoffa asserted that the Teamster non-discrimination policy "means nothing unless we are prepared to take positive action."

He specifically urged each local union "to assist in obtaining employment for everyone," regardless of race or creed.

"As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets," he declared.

Pointing out that the Teamsters International Union has a policy of non-discrimination, Hoffa asserted that "this is based not only upon our Constitution, but also upon the traditional belief of the labor movement in the brotherhood of men. At the February meeting of the General Executive Board in Miami, this policy was reaffirmed."

He said: "As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen."

"On behalf of the General Executive Board, I urge each and every local union to take positive action in this regard."

He cited the Teamster Constitution (Section 2, Article II) which declared: "Any person of good moral character, employed in the craft or the various employments over which this International Union has jurisdiction, shall be eligible to membership in this organization."

He wrote that "the General Executive Board asks your full support in enforcing our non-discrimination policy."

\*\*\*\*\*



April 16, 1958

TO ALL LOCAL UNIONS, JOINT COUNCILS,  
AREA CONFERENCES AND GENERAL ORGANIZERS

Dear Sir and Brother:

As you know, the Teamsters International Union has a policy of non-discrimination because of race, color, or creed. This is based not only upon our Constitution, but also upon the traditional belief of the labor movement in the brotherhood of man.

At the February meeting of the General Executive Board in Miami, this policy was reaffirmed. However, to simply reaffirm this policy means nothing unless we are prepared to take positive action.

As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen.

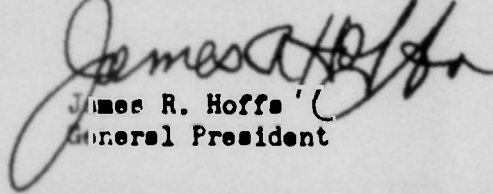
Our International Constitution (Section 2, Article II) states:

"Any person of good moral character, employed in the craft or the various employments over which this International Union has jurisdiction, shall be eligible to membership in this organization."

On behalf of the General Executive Board, I urge each and every local union to take positive action in this regard. Not only should we accept for membership all persons who are eligible, each local should also assist in obtaining employment for everyone, regardless of race, creed, or color.

As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets. The General Executive Board asks your full support in enforcing our non-discrimination policy.

Fraternalty yours,

  
James R. Hoffa  
General President



## IBT Local Elects Slave's Son

The son of a North Carolina slave has been elected President of the 13,000-member Teamster Local 237, New York City, succeeding the late Henry Feinstein.

William Lewis, who has served as trustee for Local 237, was unanimously elected by the Local executive board to complete the remaining three years of Feinstein's term.

The 42-year-old Lewis was born in a two-room frame house in Battleboro, N. C., into a family of two boys and four girls. His father, who was freed from slavery as a young man after the Civil War, was a sharecropper and a part-time carpenter.

Lewis completed high school and took a two-year course at North Carolina State Teachers College. After

graduating among the top five in his class, he was recommended on the basis of scholarship, leadership and character to the post of principal of an elementary school in North Carolina.

He was principal of the school, and taught the first three grades for two years. He then began studying for a Bachelor of Arts degree at Lincoln University in Pennsylvania.

He had to quit two years later when his money ran out. Lewis then moved to Buffalo to work in a steel mill. Later he returned to New York, again hoping to go back to college. However, he never did as he became interested in the trade union movement and joined the Teamsters.



WILLIAM LEWIS  
New President of Local 237

## Meany Faces Crisis On Negro Issue

*Editor's Note: The following article was written by Ray Tucker, a syndicated columnist, and appeared in the Newark News and other publications throughout the country.*

A crisis rivaling in danger his running feud with "Jimmy" Hoffa confronts George L. Meany as a result of the refusal of many AFI-CIO unions to admit Negroes to membership. Ironically, the latest incident involving this issue has arisen in the midst of the civil rights debate on Capitol Hill.

With membership dropping except in Hoffa's Teamsters, an outlawed unit, the AFI-CIO president fears that colored workers may boycott or even pull out of his organization to form their own labor front. It is not alone the racial discrimination practiced by many unions which has angered them and caused protests against the leadership.

Meany himself provoked them when he questioned in angry tones the right of A. Philip Randolph, head of the Railroad Porters, to speak for colored workmen at the last convention. The reaction to this scolding slight was so alarming that the railway brotherhoods immediately opened their ranks to Negroes after years of stalling. They did not thank Meany for forcing their hand.

**Denounced Powell**—The AFI-CIO head also was denounced for characterizing Rep. Adam C. Powell as a "racist." Meany also said that the Harlem ministers' promotion to chairmanship of the House education and labor committee was "terrible." Almost every Negro leader and publication condemned Meany for this attack on a prominent member of their race.

Now, in an apparent attempt to appease an influential and rebellious group, Meany has blamed Vice President Nixon for the colored workers' difficulties in getting jobs on federal projects.

It is a bizarre racial and political spectacle in that it involves John Roosevelt, F.D.R.'s son, and Matthew H. McCloskey of Philadelphia, leading contractor and treasurer of the Democrat National Committee.

**Blames Nixon, not McCloskey**—Nixon is chairman of the President's Committee on Government Contracts, and Labor Secretary James P. Mitchell is vice chairman. Roosevelt is a member. An important assignment of the committee is to prevent any racial discrimination on federal projects.

The latest flareup involves an electrical union in the District of Columbia which refuses to admit Negroes to membership. Meany charges that the Nixon group has failed to use its influence to force the union to comply with federal regulations. He maintains that it should penalize the contracting employer (not McCloskey) for continuing to deal with the offending union.

On another project last fall, Contractor McCloskey offered to bring union steel workers from Philadelphia when another local refused to hire colored men. The Nixon committee refused to sanction such "evasion." Moreover there was serious unemployment in steel ranks at Washington. The committee also felt that Meany could force the union to comply through threats of suspension or expulsion. He did not dare to discipline them.

**Union politics**—prodd Meany—Now, Meany has gone so far as to offer to procure nonunion workers for a new job in order to outmaneuver the local electricians. Under law, they cannot work on a federal contract unless they join the union within 30 days. But, with the local here refusing to accept them, they cannot comply with this provision.

Recently, Meany has begun to crack down on unions which persist in Jim Crow practices. His efforts have been futile as the officers refusing to obey him are supported strongly by their membership.

Partisan and union politics appear to prod Meany. As an outstanding Democrat, he would not be unwilling to embarrass Nixon in the midst of the civil rights controversy and in a presidential election year.

Even more importantly, having lost Hoffa's 1,500,000 Teamsters and their dues, he cannot afford to let the colored workers walk out, as some have threatened to do. It might cost him his \$50,000-a-year presidency.

## Refinery Workers

in Baton Rouge. But I say to you that it is our responsibility as a trade union to recognize that what affects you also affects us. We have a common interest—to determine for the sake of our children, for the sake of the future, whether or not we believe what our enemies will permit, whether individuals who have been anti-labor since the day they were born and the day they took public office, or whether we will believe that 1,632,000 American citizens can't all be wrong.

### Workers Will Decide

"Whether Hoffa is here tonight, or any other labor representative, ultimately you will be the one to deter-

mine the type of contract you want, what conditions you want, and what union you want to get those conditions for you."

He said that in an earlier meeting with Esso workers in Elizabeth, N. J., "we discussed the same problems that are apparently your problems here. It is not a question of wages or fringe benefits, but the most serious question of a man's life—recognition of the fact that everybody gets old. It is a question of security, giving to the company the best productivity you can produce but above all, of knowing that when you go to sleep at night, you will have a job tomorrow."

"That job cannot be based on whether or not some individual likes you, or whether some individual wants to destroy a department, but based on the fact that you are an employee of the company, with the right to remain working with the years of seniority, if not in one classification, then in a classification that will maintain your status as an employee of Esso."

"Those are the problems that are important to workers. More and more in this age of ours, more and more in the automated condition of industry, we find that a man 35 to 40 or older is considered an old man. More and more we find that as you leave one job and go to another, it isn't a question of qualification—first and above all it is a question of age—a question of whether or not it will cost the company more money in the future for a pension, for example, not a question of your ability or your productivity."

### Day of the Blueprint

"In this day and age, corporations are going to get larger and larger. Workers, no matter how hard they try or how willing they are to work, are subject, if you please, to the day of the blueprint."

"It is a day when somebody sitting in a board of directors meeting in some far-off city can decide we had better do such-and-such for the good of the company, and the manager, the superintendent, the foreman and the group leaders receive mimeographed copies of the orders out of the head office."

"It is no longer a question of taking up individual grievances as such with somebody who has the authority to make a final settlement. It is a question of whether or not your grievance fits into the pattern of the decisions being made in some far-off city."

"We have had experience after experience in this country dealing with large corporations, more complex even than Standard Oil—retailing establishments, mail-order houses, grocery chains, truck lines, and all types of operations. We have organized the day-to-day necessities of coordinated action."

"So we are here tonight, not to tell you as the newspapers would have you believe, that you must have the Teamsters Union. Far and away more important here tonight is the question: how do you resolve the problems that face you, the Esso workers, and whether the Teamsters Union can be of assistance to you by offering our facilities, giving you our know-how, and willing to put at your disposal the International treasury of some \$40,000,000."

Despite the propaganda, despite the harangues of the press, I am the last person to advocate strikes, because I know through my long years of service in the labor move-

(Continued on page 9)

### Radio Talk

## Hoffa on Integration

During his question-and-answer period in Baton Rouge, La., deep in the heart of the Southland, President Hoffa was asked the question: How does the Teamsters Union stand on the subject of integration?

A few minutes later Hoffa said: "Just a minute. I never doubted a question in my life." Then he answered as follows:

"I want to answer by saying first of all that I recognize only one type person in the United States and that is the American citizen. And I recognize the fact that all blood is red. And I recognize the fact that when we had a war, regardless of race, color or creed, we banded together."

"And I recognize the fact above and beyond all, that human beings, being what they are, must live together or have individuals take advantage of their separation."

"I personally have no hate in my heart for color, whether it be white, black or yellow. And I say to you that it is not a question of integration; it is a question first of whether or not we are all Americans, and second, whether or not we can have a right socially to do certain things we want to do as individuals, and third, whether or not by sheer economics we must band together for self-protection to have our social rights."

"Therefore, I say to you that it is necessary to recognize that there can be no division of color, race or creed when it comes to meeting at a bargaining table with your employer. Therefore, you must forget the question of integration but recognize only one thing—that your employer doesn't hesitate to hire regardless of color."

"Those individuals, whether they're white or whether they're black, must be recognized as individuals who can win or destroy a strike, or destroy a bargaining question."

"And therefore, I say to you as an individual, I believe all men are born equal with rights, and whether I get a vote here tonight or not, I will still stand here and tell you that an individual does not have the same rights because of color."

"But I will say to you also that every individual has a right initially to determine whether he associates with one man or the other. That is his own right, but that is not the question here; this is a question of collective bargaining."

The meeting which Hoffa addressed was unsegregated.

The International Teamster

## Meany Criticized by Professor For Failure to Lead in ICFTU Role

A Cornell University professor has strongly criticized AFL-CIO President George Meany for his failure to supply the International Confederation of Free Trade Unions with "individuals qualified to exercise leadership."

Professor John Windmüller, writing in the magazine *New Leader*, predicted the death of the ICFTU primarily because of the stubborn attitude of the AFL-CIO leadership. He said that Meany and other AFL-CIO leaders take a critical attitude toward the ICFTU administration, but refuse "to make the sustained long-term effort inside the ICFTU which can be the only basis for an enduring change."

Meany, Walter Reuther and other AFL-CIO leaders have been criticized previously for showing more interest in America's foreign affairs than in the affairs of the AFL-CIO members. Meany was in Europe during the Kennedy-Landrum-Griffin act battle, and Reuther never opposed the bill.

Windmüller said that "great antagonisms and disorganization were revealed" at the recent Sixth World Congress in Brussels, Belgium. "Africa and the ICFTU administration were the chief issues at the meeting."

"One major consequence of the Congress' failure to take concrete action," said Windmüller, "may be the resumption by the AFL-CIO of independent labor activities in Africa."

Windmüller said that Meany criticized the ICFTU for failing to take an active role in enlisting the sympathies of the emerging African trade union movement for the free world. He predicted that the AFL-CIO may bypass the ICFTU and reestablish its own activities in Africa.

Despite all the debate and hard feeling aroused on the African issue, Windmüller said, "there was no showdown on either question, no victory, no defeat, no decision."

"It is difficult to visualize how it (ICFTU) could survive another Congress like the Sixth," he said.

## Teamsters, UMW Defend Powell

The International Brotherhood of Teamsters and the United Mine Workers last month rallied to the defense of Congressman Adam Clayton Powell, who is in line to become the next chairman of the House Labor Committee.

Powell was attacked by AFL-CIO President George Meany, who said that Powell, a Negro minister from New York City, was a "racist" and would make a "terrible" chairman of the Committee.

Teamster President James R. Hoffa declared: "We are in complete disagreement with George Meany's evaluation of Adam Clayton Powell as chairman of the House Labor Committee."

"Powell has as much, if not more, right to be chairman of the House Labor Committee as Senator Eastland has to be chairman of the Senate Judiciary Committee. He has as much right to be chairman as Senator McClellan has to be chairman of the Government Operations Committee."

"We do not believe the Congressional seniority system always produces the best committee chairmen. But we believe that those who save their criticisms for members of the Negro race display a basic prejudice within themselves."

The United Mine Workers said that Meany's attack on Powell was, "to put it mildly, sheer stupidity."

The UMW added: "Powell is well qualified in every way to become chairman of the House Labor Committee. He has a fine voting record on matters of interest to working people."

"He is in line for the Labor Committee chairmanship because he is the senior Democrat on the committee."

Powell, so far, has been denied his rightful position as chairman of one of the Labor Committee's subcommittees simply because he is a Negro."

Powell has an excellent pro-labor voting record during the many years he has been in Congress. He voted against the provisions of the Kennedy-Landrum-Griffin bill when it was before the House Labor Committee.

## Hicks Gets Illinois Post



Teamster Joint Council 65 announced the appointment of Francis Hicks, third from left, as director of the Political Action Committee in Southern Illinois. From left to right are Teamster President Hoffa, E. E. Hughes, vice president of the Joint Council, Hicks, and Ed Leahr, research director for the Joint Council.

## Sets the Record Straight

Four members of the block of called liberal Democrats on the House Labor Committee, who last month voted in favor of the anti labor House bill, also voted against an amendment by Representative Adam Clayton Powell of New York, forbidding unions from denying membership to anyone because of race, creed, color or national origin.

In a speech before the annual convention of the National Association for Advancement of Colored People, Powell declared, "I knew that the Southerners on the committee would vote against it, but to my complete surprise, the following great self-proclaimed liberals voted against it also." He listed the following:

- "Representative Frank Thompson of New Jersey, an outstanding member of his church, (and) key figure in the Senator Kennedy (presidential campaign), and one who hopes to be governor of New Jersey;

- "Representative Stewart Udall of Arizona, who is one of the most self-righteous, self-anointed liberals in the Congress, although he is an outstanding member of the Mormon Church which forbids the entrance of Negroes;

- "Representative John Brademas of Indiana, who before he voted against it (the amendment), said that he was one of the outstanding members of the NAACP, and the Urban League

- "Representatives Robert Giannino of Connecticut and James O'Hara of Michigan, and every single one of the Republican members of the committee without exception."

Powell said that his amendment was prompted because Senator John McClellan, who for two years has fought Jimmy Hoffa and kept his mouth shut about Little Rock (Negro children) said the other day that he was shocked that the Teamsters in Detroit (were accused) of discriminating against Negroes."

This charge was immediately refuted as dishonest by approximately 300 Negro Teamsters in Detroit. They told the McClellan Committee in a telegram that there was absolutely no truth to the allegation of discrimination, and implicitly invited the oppor-

tunity to appear before the committee to deny the allegations.

The "self-proclaimed" liberals denounced by Powell are also members of the group led by Thompson and Udall who voted in favor of punitive restrictions on hot cargo, secondary boycott and organizational picketing in the House labor reform bill.

Powell charged "... these great liberals openly said to me, 'You have our sympathies, but the time is not right.'"

"... I am sick and tired of the NAACP and the Urban League being as a screen by anti-Negro liberals to prove that they are not anti-Negro," Powell said.

### Debate Set for

The House is expected to begin debating the bill in August. After the bill is passed, it must go to a conference of House and Senate members, and then back to the full membership of the two bodies for final passage. It then goes to the White House for the President's signature.

Meantime, the Eisenhower Administration is supporting a group of anti-labor House members who want to make the bill more anti-union by amending it during House debate.

to an early election without adequate opportunity to organize.

The Supreme Court has repeatedly upheld organizational picketing as a valid exercise of the fundamental right of free speech. The Hobbs Act, a federal statute, already imposes severe criminal penalties for abuse of the right to picket. The Committee bill imposes an additional criminal penalty for extortion picketing. The additional restriction on picketing contained in this bill can only further burden honest trade unions performing legitimate and reasonable functions. It can be of comfort only to those who seek to cripple the labor movement.

### Codes of Ethical Practices

The Committee chose to kill Title V of S. 1555, designed to encourage unions and employer associations to subscribe to codes of ethical practices. It thus discourages the voluntary self-policing efforts of the labor movement to rid its ranks of crooks and gangsters.

Virtually alone, without support from Congress, and often in the face of scorn from other quarters, the labor movement has endeavored to develop its own principles and procedures for dealing with corruption and unethical practices within its own ranks. Certainly such efforts deserve support. Certainly it would serve the public interest to encourage employer associations to take similar action, for unethical conduct, to say the very least, has pervaded the ranks of employers to an unsavory degree.

Such voluntary efforts cannot entirely eliminate the need for Federal legislation, as the AFI-CIO has repeatedly stated. But they can, if successful, considerably reduce the need for such legislation. Certainly recognition of the merit of voluntary efforts is in the national interest. The only purpose served by the Committee's destruction of this concept is to conceal the fact that employer associations have refused or failed or been unable to engage in any similar self-policing activities; or, in fact, in any method for putting their own house in order.

The elimination of the tri-partite advisory committee to the Secretary of Labor charged with administering the act is certainly ill-advised.



## State of the Union

### You May Merit A Tax Refund

Union members who have paid income tax on strike benefit payments should file claims for refunds, the St. Louis Director of Internal Revenue notified Joint Council 13 last month.

The letter, printed below, set forth the suggestions of the Internal Revenue Service and presumably is applicable to all taxpayers.

It points out that the statute of limitations on such claims is three years from the time the return was filed, or two years from the time tax was paid, whichever is later, and urges those who have received a notice of the disallowance of claims for refund should request the Internal Revenue Service to enter into agreements to extend the period for filing suit in the Courts. The letter follows:

Gentlemen:

The United States Court of Appeals, Seventh Circuit, recently decided, in the case of *Abner Kaber vs. United States*, that strike benefit payments are not taxable income.

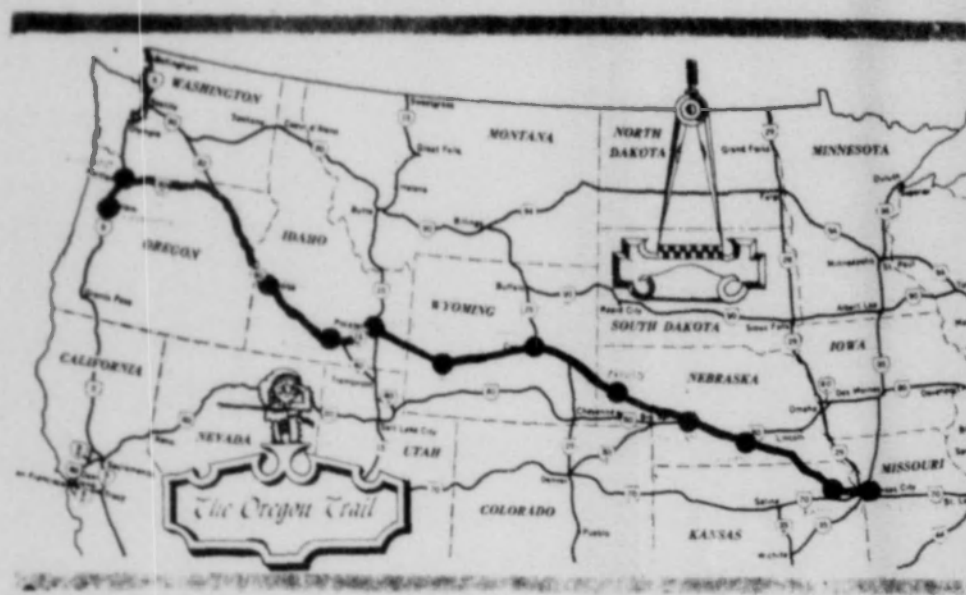
Although the decision has been appealed by the Government, we would like to suggest that you advise your members who paid income tax on such payments to file claims for refunds prior to the expiration of the Statute of Limitations which is generally three years from the time the return was filed or two years from the time the tax was paid, whichever of such periods expires the later.

Some of your members may have been notified of the disallowance of claims for refund filed by them on the grounds that strike benefit payments should not have been included in taxable income. It is suggested that you advise them to request the Internal Revenue Service to enter into agreements to extend the period for filing suit in the Courts. The Internal Revenue Code provides that in the absence of such an agreement a taxpayer who has received a registered notice of the disallowance of the claim or who has signed a waiver of such registered notice, must file suit within two years from the date of the registered notice.

We are making the above suggestion since we do not have a separate list of the persons whose returns or claims were affected by reason of strike benefit payments. Your cooperation in the matter will enable the interested members to properly protect their interests.

For the District Director of  
Internal Revenue  
By: (Chas. O. Hermann)  
Chief, Audit Division

June, 1959



### Re-Blazing the Oregon Trail

SOMEWHERE out West a band of bearded men and their calico-clad ladyfolk are pushing toward Oregon in a caravan of seven covered wagons. Some time before August 15 the modern-day pioneers hope to pull into Independence, Oregon, a town of 2,500 persons just south of Salem.

Purpose of the trip is to publicize Oregon's celebration of its 100th year as a state. The covered wagons are traveling the westward route that achieved fame in the mid-nineteenth century as the Oregon Trail.

Oregon men making the trip grew beards for the stunt and their ladies dressed in flowing calicoes and dark shawls characteristic of the early days.

As the map above shows, the Oregon Trail today overlaps some of the West's chief highways. Many times every day a Teamster steers his big modern rig over the same route the westward-bound pioneers traveled a century ago.

Trappers and fur traders blazed the route which became the Oregon Trail. The last stage of the trail was opened in 1840.

The covered wagons presently making the journey were moved by truck from Oregon to Independence, Mo., where the trek started.

### 'Moonlighters' Decrease, Strauss Reports

Secretary of Commerce Lewis Strauss reported a 500,000 decrease in the number of "moonlighters" last month, ending a ten-year trend that saw an annual increase in the number of people holding two jobs.

Teamster officials immediately pointed out that the reduction in "moonlighting" was not a cause for celebration, but rather that reverse trend was created because there were fewer jobs in 1958, a year of mass unemployment.

Teamster General President James R. Hoffa has refused to accept without question the proposal of many labor leaders that a four-day week would remedy the unemployment situation. He contends that a four-day week would only lead to more "moonlight-

ing." An expanding economy and increased wages are his recommendations to correct "moonlighting."

"Moonlighters" are generally people who have full-time jobs during the regular work-day, but have part-time jobs in the evening or during the weekend. This is necessary for many because of inadequate wages.

Meanwhile, the University of California's Heller Committee for Research in Social Economics reported that during the past three years the average factory production worker has failed to secure an income that would enable him to maintain his family on "the commonly accepted standards of living." He has actually fallen behind, the committee concluded.

## Facts Misrepresented

## Negro Members Protest 'Bias' Charge

THE union-busting McClellan Committee, headed up by that "Great Supporter of Civil Rights," John McClellan, which has a hypocritical concern for the working man while dishing out huge portions of strike-breaking proposals to the Congress, "bled" profusely over a half dozen pages of privileged testimony this month about the way Negro workers were treated by the Teamsters' Union.

The phony indignation of the "McClellan Players" was warmly received by grinding television cameras focused on Ross Hill, a former Teamster member.

Hill, a Negro, was an owner-operator in Detroit in 1950. He told the Committee that shortly after he purchased a truck the company he transported for went out of business. Later, Hill testified, he went broke, charging that his misfortune was brought about by the segregation policy of Local 299 and President Hoffa.

Hill also told the Committee that he was positive that there were only five or six Negro members in Local 299.

## 150 Offer True Story

Almost before the words were out of McClellan's "friendly witness" mouth, over 150 Negro members of Local 299 offered the Committee the true story, McClellan, not to be swayed by the facts, refused to permit the voice of Local 299's rank-and-file members to reach the record. Here's what they said to McClellan in a telegram:

"This is to inform you that we, the members of Local 299, are making a formal protest against the accusations brought in front of your Committee in regard to our local president, Mr. James R. Hoffa. We are Negroes and have been members for a number of years of Local 299. We have never been discriminated against. We have never known Mr. Hoffa to discriminate against our brother members.

"We would like for you to make this telegram known to the public for our record."

The telegram was signed by H. Patrick, Good Year Rubber Company; Leon Bauer, Penn Dixie Cement Corp.; T. L. Edwards, Detroit Harbor Terminal; B. J. Jones, Lakeshore

Warehouse; and 150 more Negro members of Local 299.

Another communication that received the brush off from the "good" senator, was one from Larry Campbell, a Negro business representative for Local 299.

## False Accusation

In his telegram to McClellan, Campbell took sharp issue with what he termed "false accusations and implications against James R. Hoffa." He told the Committee that "since it has become a forum for such false accusations and implications, I am putting you on notice so that you can set the public record and the Committee a record straight. These implications and accusations regarding discrimination against Negroes by Mr. Hoffa and Lo-

cal 299 are false. Please be advised that I know they are not true because

I am a Negro member of Local 299 — and also very proud to inform you that I am also a business representative for Local 299."

Campbell also pointed out that there are hundreds of Negro members in Local 299 and at least four other Negroes who are Teamster officials within Joint Council 43.

He said that the stories told to the McClellan Committee were told by



Larry Campbell

## Hoffa Calls for "No Discrimination"

General President James R. Hoffa, in a letter to all local unions, has urged the practice of "non-discrimination because of race, color, or creed" throughout the International Union.

He said this policy was reaffirmed at the February meeting of the General Executive Board. "However, to simply reaffirm this policy means nothing unless we are prepared to take positive action."

He specifically urged each local union "to assist in obtaining employment for everyone, regardless of race, color or creed."

## Equal Opportunity

"As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets," he declared.

President Hoffa asserted that the Teamster policy of non-discrimination "is based not only upon our (union) Constitution, but also upon the traditional belief of the labor movement in the brotherhood of man."

"As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen."

"On behalf of the General Executive Board, I urge each and every local union to take positive action in this regard."

President Hoffa cited the Teamster Constitution (Section 2, Article III) which declares: "Any person of good moral character, employed in the craft or the various employments over which this International Union has jurisdiction, shall be eligible to membership in this organization."

He wrote that "the General Executive Board asks your full support in enforcing our non-discrimination policy."

In one of his first acts as General President, James R. Hoffa made clear the Teamsters' Union policy against discrimination. Here, reprinted from the May, 1958, issue of the Teamster, is the story as it actually appeared.

Paradoxically, the same week in which Senator McClellan was attempting to extend the anti-trust act to labor in transportation, the Civil Aeronautics Board was assuring the airlines that if they met in concert to eliminate many costly features of air travel, the action would not be deemed a violation of the anti-trust act. Indeed, it is in the field of transportation that Congress has most frequently granted employers exemption from the anti-trust laws, for example, the organization of steamship conferences to set freight rates and the encouragement of railroads to seek mergers. At the very moment that every attempt is being made to take management out from under the irrationality of anti-trust legislation, a drive is on to abolish collective bargaining under the guise of extending the anti-monopoly laws to unions who want no more than to continue to set wages in the same way that ship operators set freight rates.

THE PASSAGE of the Sherman Act was aimed at giant monopolies. It was most effective against trade unions. In the famous Danbury Hatters case, a suit was brought against the union by the Loewe Company for monopolistic practices, e.g., trying to persuade consumers not to purchase the product of the struck manufacturer. The suit against the union was successful and many workers lost their homes to pay off judgment.

In 1914, the Clayton Act attempted to take labor out from under the anti-trust legislation by stating that human labor was not to be considered a commodity. The law could not suspend economics. Labor remained a commodity — but, presumably, a privileged one granted immunization from the anti-trust laws.

The courts, by interpretation, emasculated the act. In 1922, the United Mine Workers struck the Coronado Coal Company. The company sued under the anti-trust laws, alleging that the union's activity interfered with the movement of interstate commerce. (What other purpose could a striking union have but to interrupt the flow of commerce from the struck enterprise?) The court first ruled that the strike constituted only an indirect interference with commerce. However, in a second action, the company managed to persuade a disgruntled former officer of the union to testify that the main

purpose of the strike was to keep Coronado's production out of the "free flow of commerce" until the company's workers could be organized. Now the court saw a distinction where it saw none before and ruled the union's activity illegal.

Senator Willis Robertson of Virginia, who has joined Senator McClellan's crusade with enthusiasm, revives an old report prepared on this subject by Gustav Peck. What the Senator has in mind is spelled out in the report:

The standards now well recognized by industry and the courts with respect to restrictive practices are capable of providing fully developed criteria of difference between those labor practices which are a part of the bargaining process of industrial relations and those which overreach these limits and aim at the market.

What economic results of collective bargaining do not reach over into the market?

The Coronado case and the recent conspiracy case against the electrical manufacturers reveal how irrational and hazy these criteria are. The extension of the anti-monopoly laws to labor is an invitation to the restoration of judge-made law in the field of labor relations.

It was abuses of precisely this sort that led to the passage of the Norris-

LaGuardia Act, restricting the use of the injunction in labor disputes.

To be sure, unions are not angels. A New York local of the International Brotherhood of Electrical Workers attempted to restrict all construction work to electrical fixtures made by their own local membership. Fixtures made by other locals of their own international were barred. This arrangement constituted part of their agreement with the employers. It was ruled illegal in *Allen vs. Bradley* — but only because the employer was a party to the agreement. Quite clearly, it would be an intolerable abuse of collective-bargaining power if the union should now attempt to reinstitute the arrangement — this time leaving the employer out of the agreement to make it legal. But to use this possibility as a justification for placing the unions under the anti-trust laws would be to throw the baby out with the bath.

The real purpose of extending the anti-monopoly law to cover unions is to outlaw collective bargaining. Congressman Martin has been quite open in disclosing his motives. And McClellan's objectives in confining the anti-trust prohibition to transportation probably has more to do with the way states like Arkansas hope to attract industry than with any real problem of labor monopoly.

### Hoffa Lawyers Find Strategy Room Bugged

Attorneys for Teamster General President James R. Hoffa, late last month, found an electronic transmitting device in their Orlando, Florida, hotel room where they were discussing an indictment against Hoffa.

The small bugging device was found hooked to the leg of a bedside table by lawyers James E. Haggerty and William E. Bufalino. It was discovered when Haggerty leaned over to pick up a piece of paper during a discussion of their defense of the Teamster President.

It was thought the eavesdropping device was a bomb. Police and the Orlando fire department evacuated the eight story San Juan hotel.

Fire fighters used a mattress as a shield and cut the listening device from the table. It was described as a rectangular box, operated by four batteries, and capable of transmitting a distance of over three-hundred feet. It is an ideal device for anyone in nearby rooms wanting to know the strategy of defense attorneys.

Haggerty stated that "we had an important strategy meeting of attorneys discussing the case in this room" several nights before.

The court case involves a second indictment brought by Attorney General Robert Kennedy against Hoffa on a mail fraud count. The first indictment was quashed by the judge. Kennedy then re-indicted Hoffa, adding charges in an attempt to make the second indictment stick.



International Brotherhood of Teamsters  
General Executive Board

## Resolution on Randolph Censure

**T**HE General Executive Board of the International Brotherhood of Teamsters deplores the resolution adopted by the recent meeting of the Executive Council of the AFL-CIO which censured A. Philip Randolph and charged him with bearing the "major" responsibility for the "gap that has developed between organized labor and the Negro community."

This motion of censure is a gross injustice to a labor leader who has done more than anyone else in the labor movement to maintain its integrity and unity in the fight for the complete integration of Negro and white workers in the house of labor, who has struggled tirelessly, courageously and consistently for this goal.

This injustice is particularly shocking in view of the fact that no measure of equal force has ever been adopted by the AFL-CIO Executive Council against any leaders of AFL-CIO affiliates which continue to maintain Jim Crowism in their organizations.

The International Brotherhood of Teamsters recognizes that the American labor movement has made greater advances in organizing and in improving the living standards of Negroes than any other voluntary, public organization or institution in this country.

The International Brotherhood of Teamsters together with many others who also champion both the labor movement and civil rights, categorically rejects the charges leveled against that distinguished advocate of trade unionism and human brotherhood, A. Philip Randolph.

*James R. Hoffa*      *John F. English*



April 16, 1958

FOR IMMEDIATE RELEASE

Teamster President James R. Hoffa has urged the 1,500,000 members of his giant union to practice "non-discrimination because of race, color, or creed."

In a letter sent today to all local unions, Hoffa asserted that the Teamster non-discrimination policy "means nothing unless we are prepared to take positive action."

He specifically urged each local union "to assist in obtaining employment for everyone," regardless of race or creed.

"As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets," he declared.

Pointing out that the Teamsters International Union has a policy of non-discrimination, Hoffa asserted that "this is based not only upon our Constitution, but also upon the traditional belief of the labor movement in the brotherhood of man. At the February meeting of the General Executive Board in Miami, this policy was reaffirmed."

He said: "As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen."

"On behalf of the General Executive Board, I urge each and every local union to take positive action in this regard."

He cited the Teamster Constitution (Section 2, Article II) which declared: "Any person of good moral character, employed in the craft or the various employments over which this International Union has jurisdiction, shall be eligible to membership in this organization."

He wrote that "the General Executive Board asks your full support in enforcing our non-discrimination policy."

\* \* \* \* \*

April 16, 1958

TO ALL LOCAL UNIONS, JOINT COUNCILS,  
AREA CONFERENCES AND GENERAL ORGANIZERS

Dear Sir and Brother:

As you know, the Teamsters International Union has a policy of non-discrimination because of race, color, or creed. This is based not only upon our Constitution, but also upon the traditional belief of the labor movement in the brotherhood of man.

At the February meeting of the General Executive Board in Miami, this policy was reaffirmed. However, to simply reaffirm this policy means nothing unless we are prepared to take positive action.

As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen.

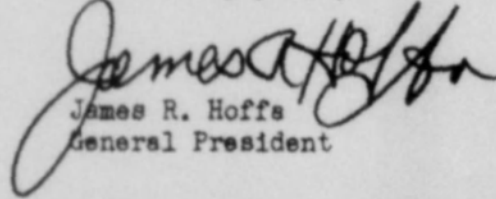
Our International Constitution (Section 2, Article II) states:

"Any person of good moral character, employed in the craft or the various employments over which this International Union has jurisdiction, shall be eligible to membership in this organization."

On behalf of the General Executive Board, I urge each and every local union to take positive action in this regard. Not only should we accept for membership all persons who are eligible, each local should also assist in obtaining employment for everyone, regardless of race, creed, or color.

As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets. The General Executive Board asks your full support in enforcing our non-discrimination policy.

Fraternally yours,

  
James R. Hoffa  
General President

## IBT Local Elects Slave's Son

The son of a North Carolina slave has been elected President of the 13,000-member Teamster Local 237, New York City, succeeding the late Henry Feinstein.

William Lewis, who has served as trustee for Local 237, was unanimously elected by the local executive board to complete the remaining three years of Feinstein's term.

The 62-year-old Lewis was born in a two-room frame house in Battleboro, N. C., into a family of two boys and four girls. His father, who was freed from slavery as a young man after the Civil War, was a sharecropper and a part-time carpenter.

Lewis completed high school, and took a two-year course at North Carolina State Teachers College. After

graduating among the top five in his class, he was recommended on the basis of scholarship, leadership and character to the post of principal of an elementary school in North Carolina.

He was principal of the school, and taught the first three grades for two years. He then began studying for a Bachelor of Arts degree at Lincoln University in Pennsylvania.

He had to quit two years later when his money ran out. Lewis then moved to Buffalo to work in a steel mill. Later he returned to New York, again hoping to go back to college. However, he never did as he became interested in the trade union movement and joined the Teamsters.



WILLIAM LEWIS  
New President of Local 237

## Meany Faces Crisis On Negro Issue

*Editor's Note: The following article was written by Ray Tucker, a syndicated columnist and appeared in the Newark News and other publications throughout the country.*

A crisis rivaling in danger his running feud with "Jimmy" Hoffa confronts George I. Meany as a result of the refusal of many AFL-CIO unions to admit Negroes to membership. Ironically, the latest incident involving this issue has arisen in the midst of the civil rights debate on Capitol Hill.

With membership dropping except in Hoffa's Teamsters, an outlawed unit, the AFL-CIO president fears that colored workers may boycott or even pull out of his organization to form their own labor front. It is not alone the racial discrimination practiced by many unions which has angered them and caused protests against the leadership.

Meany himself provoked them when he questioned in angry tones the right of A. Philip Randolph, head of the Railroad Porters, to speak for colored workmen at the last convention. The reaction to this seeming slight was so alarming that the railway brotherhoods immediately opened their ranks to Negroes after years of stalling. They did not thank Meany for forcing their hand.

**Denounced Powell**—The AFL-CIO head also was denounced for characterizing Rep. Adam C. Powell as a "racist." Meany also said that the Harlem minister's promotion to chairmanship of the House education and labor committee was "terrible." Almost every Negro leader and publication condemned Meany for this attack on a prominent member of their race.

Now, in an apparent attempt to appease an influential and rebellious group, Meany has named Vice President Nixon for the colored workers' difficulties in getting jobs on federal projects.

It is a bizarre racial and political spectacle in that it involves John Roosevelt, F.D.R.'s son, and Matthew H. McCloskey of Philadelphia, leading contractor and treasurer of the Democrat National Committee.

Blames Nixon, not McCloskey—Nixon is chairman of the President's Committee on Government Contracts, and Labor Secretary James P. Mitchell is vice chairman. Roosevelt is a member. An important assignment of the committee is to prevent any racial discrimination on federal projects.

The latest flareup involves an electrical union in the District of Columbia which refuses to admit Negroes to membership. Meany charges that the Nixon group has failed to use its influence to force the union to comply with federal regulations. He maintains that it should penalize the contracting employer (not McCloskey) for continuing to deal with the offending union.

On another project last fall, Contractor McCloskey offered to bring union steel workers from Philadelphia when another local refused to hire colored men. The Nixon committee refused to sanction such "evasion." Moreover there was serious unemployment in steel ranks at Washington. The committee also felt that Meany could force the union to comply through threats of suspension or expulsion. He did not dare to discipline them.

**Union politics prod Meany**—Now, Meany has gone so far as to offer to procure nonunion workers for a new job in order to outmaneuver the local electricians. Under law, they cannot work on a federal contract unless they join the union within 30 days. But, with the local here refusing to accept them, they cannot comply with this provision.

Recently, Meany has begun to crack down on unions which persist in Jim Crow practices. His efforts have been futile as the officers refusing to obey him are supported strongly by their membership.

Partisan and union politics appear to prod Meany. As an outstanding Democrat, he would not be unwilling to embarrass Nixon in the midst of the civil rights controversy and in a presidential election year.

Even more importantly, having lost Hoffa's 1,500,000 Teamsters and their dues, he cannot afford to let the colored workers walk out, as some have threatened to do. It might cost him his \$50,000-a-year presidency.



## Refinery Workers

in Baton Rouge. But I say to you that it is our responsibility as a trade union to recognize that what affects you also affects us. We have a common interest—to determine for the sake of our children, for the sake of the future, whether or not we believe what our enemies will print, quoting individuals who have been anti-labor since the day they were born and the day they took public office, or whether we will believe that 1,632,000 American citizens can't all be wrong.

### Workers Will Decide

Whether Hoffa is here tonight, or any other labor representative, ultimately you will be the one to deter-

mine the type of contract you want, what conditions you want, and what union you want to get those conditions for you."

He said that in an earlier meeting with Esso workers in Elizabeth, N. J., "we discussed the same problems that are apparently your problems here. It is not a question of wages or fringe benefits, but the most serious question of a man's life—recognition of the fact that everybody gets old. It is a question of security, giving to the company the best productivity you can produce but above all, of knowing that when you go to sleep at night, you will have a job tomorrow.

"That job cannot be based on whether or not some individual likes you, or whether some individual wants to destroy a department, but based on the fact that you are an employee of the company, with the right to remain working with the years of seniority, if not in one classification, then in a classification that will maintain your status as an employee of Esso.

"Those are the problems that are important to workers. More and more in this age of ours, more and more in the automated condition of industry, we find that a man 35 to 40 or older is considered an old man. More and more we find that as you leave one job and go to another, it isn't a question of qualification—first and above all it is a question of age—a question of whether or not it will cost the company more money in the future for a pension, for example, not a question of your ability or your productivity.

### Day of the Blueprint

"In this day and age, corporations are going to get larger and larger. Workers, no matter how hard they try or how willing they are to work, are subject, if you please, to the day of the blueprint.

"It is a day when somebody sitting in a board of directors meeting in some far-off city can decide we had better do such-and-such for the good of the company, and the manager, the superintendent, the foreman and the group leaders receive mimeographed copies of the orders out of the head office.

"It is no longer a question of taking up individual grievances as such with somebody who has the authority to make a final settlement. It is a question of whether or not your grievance fits into the pattern of the decisions being made in some far-off city.

"We have had experience after experience in this country dealing with large corporations, more complex even than Standard Oil—retailing establishments, mail-order houses, grocery chains, truck lines, and all types of operations. We have organized the day-to-day necessities of coordinated action.

"So we are here tonight, not to tell you as the newspapers would have you believe, that you must have the Teamsters Union. Far and away more important here tonight is the question: how do you resolve the problems that face you, the Esso workers, and whether the Teamsters Union can be of assistance to you by offering our facilities, giving you our know-how, and willing to put at your disposal the International treasury of some \$40,000,000.

"Despite the propaganda, despite the harangues of the press, I am the last person to advocate strikes, because I know through my long years of service in the labor move-

(Continued on page 9)

### Plain Talk

## Hoffa on Integration

During his question-and-answer period in Baton Rouge, La., deep in the heart of the Southland, President Hoffa was asked the question: How does the Teamsters Union stand on the subject of integration?

A buzz engulfed the audience and Hoffa said: "Just moments. I never dodged a question in my life." Then he answered as follows:

"I want to answer by saying first of all that I recognize only one type person in the United States and that is the American citizen. And I recognize the fact that all blood is red. And I recognize the fact that when we had a war, regardless of race, color or creed, we banded together.

"And I recognize the fact above and beyond all, that human beings, being what they are, must live together and have individuals take advantage of their position.

"I personally have no bias in my heart for color, whether it be white, black or yellow. And I say to you that it is not a question of integration; it is a question first of whether or not we are all Americans, and second, whether or not we have a right socially to do certain things we want to do as individuals, and third, whether or not by their economics we must band together for self-preservation to have civil and equal rights.

"Therefore, I say to you that it is necessary to recognize that there can be no division of color, race or creed when it comes to meeting at a bargaining table with your employer. Therefore, you must forget the question of integration but recognize only one thing—that your employer doesn't hesitate to hire regardless of color.

"These individuals, whether they're white or whether they're black, must be recognized as individuals who can win or destroy a strike or destroy a bargaining question.

"And therefore, I say to you as an individual, I believe all men are born equal with rights, and whether I get a vote here tonight or not, I will not stand here and tell you that an individual does not have the same rights because of color.

"But I will say to you also that every individual has straight equality in determining whether he associates with one man or the other. That is his own right, but that is not the question here, this is a question of collective bargaining."

The meeting which Hoffa addressed was well integrated.

The International Teamster



## Meany Criticized by Professor For Failure to Lead in ICFTU Role

A Cornell University professor has strongly criticized AFL-CIO President George Meany for his failure to supply the International Confederation of Free Trade Unions with "individuals qualified to exercise leadership."

Professor John Windmüller, writing in the magazine *New Leader*, predicted the death of the ICFTU primarily because of the stubborn attitude of the AFL-CIO leadership.

He said that Meany and other AFL-CIO leaders take a critical attitude toward the ICFTU administration, but refuse "to make the sustained long term effort inside the ICFTU which can be the only basis for an enduring change."

Meany, Walter Reuther and other AFL-CIO leaders have been criticized previously for showing more interest in America's foreign affairs than in the affairs of the AFL-CIO members. Meany was in Europe during the Kennedy-Landrum-Griffin act battle, and Reuther never opposed the bill.

Windmüller said that "great antagonisms and disorganization were revealed" at the recent Sixth World Congress in Brussels, Belgium. "Africa and the ICFTU administration were the chief issues at the meeting."

One major consequence of the Congress' failure to take concrete action, said Windmüller, may be the resumption by the AFL-CIO of independent labor activities in Africa.

Windmüller said that Meany criticized the ICFTU for failing to take an active role in enlisting the sympathies of the emerging African trade union movement for the free world. He predicted that the AFL-CIO may bypass the ICFTU and reestablish its own activities in Africa.

Despite all the debate and hard feeling aroused on the African issue, Windmüller said, "There was no showdown on either question, no victory, no defeat, no decision."

"It is difficult to visualize how it (ICFTU) could survive another Congress like the Sixth," he said.

## Teamsters, UMW Defend Powell

The International Brotherhood of Teamsters and the United Mine Workers last month rallied to the defense of Congressman Adam Clayton Powell, who is in line to become the next chairman of the House Labor Committee.

Powell was attacked by AFL-CIO President George Meany, who said that Powell, a Negro minister from New York City, was a "racist" and would make a "terrible" chairman of the Committee.

Teamster President James R. Hoffa declared: "We are in complete disagreement with George Meany's evaluation of Adam Clayton Powell as chairman of the House Labor Committee."

Powell has as much, if not more, right to be chairman of the House Labor Committee as Senator Eastland has to be chairman of the Senate Judiciary Committee. He has as much right to be chairman as Senator McClellan has to be chairman of the Government Operations Committee.

"We do not believe the Congressional seniority system always produces the best committee chairmen. But we believe that those who save their criticisms for members of the Negro race display a basic prejudice within themselves."

The United Mine Workers said that Meany's attack on Powell was, "to put it mildly, sheer stupidity."

The UMW added: "Powell is well qualified in every way to become chairman of the House Labor Committee. He has a fine voting record on matters of interest to working people."

He is in line for the Labor Committee chairmanship because he is the senior Democrat on the committee.

Powell, so far, has been denied his rightful position as chairman of one of the Labor Committee's subcommittees simply because he is a Negro."

Powell has an excellent pro-labor voting record during the many years he has been in Congress. He voted against the provisions of the Kennedy-Landrum-Griffin bill when it was before the House Labor Committee.

## Hicks Gets Illinois Post



Teamster Joint Council 65 announced the appointment of Francis Hicks, third from left, as director of the Political Action Committee in Southern Illinois. From left to right are Teamster President Hoffa, E. E. Hughes, vice president of the Joint Council, Hicks, and Ed Leehr, research director for the Joint Council.

## LEGISLATION

### Congressman Adam Powell Sets the Record Straight

Four members of the block of so-called liberal Democrats on the House Labor Committee, who last month voted in favor of the anti-labor House bill, also voted against an amendment by Representative Adam Clayton Powell of New York forbidding unions from denying membership to anyone because of race, creed, color or national origin.

In a speech before the annual convention of the National Association for Advancement of Colored People, Powell declared, "I knew that the Southerners on the committee would vote against it, but to my complete surprise, the following great self-proclaimed liberals voted against it also." He listed the following:

- Representative Frank Thompson of New Jersey, an outstanding member of his church, (and) key figure in the Senator Kennedy (presidential campaign), and one who hopes to be governor of New Jersey;

- Representative Stewart Udall of Arizona, who is one of the most self-righteous, self-anointed liberals in the Congress, although he is an outstanding member of the Mormon Church which forbids the entrance of Negroes;

- Representative John Brademas of Indiana, who before he voted against it (the amendment), said that he was one of the outstanding members of the NAACP, and the Urban League;

- Representatives Robert Grimes of Connecticut and James O'Hara of Michigan, and every single one of the Republican members of the committee without exception."

Powell said that his amendment was prompted because Senator John McClellan—who for two years has fought Jimmy Hoffa and kept his mouth shut about Little Rock (Negro children) said the other day that he was shocked that the Teamsters in Detroit (were accused) of discriminating against Negroes."

This charge was immediately refuted as dishonest by approximately 100 Negro Teamsters in Detroit. They told the McClellan Committee in a telegram that there was absolutely no truth to the allegation of discrimination, and implicitly invited the oppor-



REP. POWELL

tunity to appear before the committee to deny the allegations.

The "self-proclaimed" liberals denounced by Powell are also members of the group led by Thompson and Udall who voted in favor of punitive restrictions on hot cargo, secondary boycott and organizational picketing in the House labor reform bill.

Powell charged "... these great liberals openly said to me, 'You have our sympathies, but the time is not right.'"

"I am sick and tired of the NAACP and the Urban League being used as a screen by anti-Negro liberals to prove that they are not anti-Negro," Powell said.

#### Debate Set for August

The House is expected to begin debating the bill in August. After the bill is passed, it must go to a conference of House and Senate members, and then back to the full membership of the two bodies for final passage. It then goes to the White House for the President's signature.

Meantime, the Eisenhower Administration is supporting a group of anti-labor House members who want to make the bill more anti-union by amending it during House debate.

#### AFL-CIO Position

(Continued from page 11)

to an early election without adequate opportunity to organize.

The Supreme Court has repeatedly upheld organizational picketing as a valid exercise of the fundamental right of free speech. The Hobbs Act, a federal statute, already imposes severe criminal penalties for abuse of the right to picket. The Committee bill imposes an additional criminal penalty for extortion picketing. The additional restriction on picketing contained in this bill can only further burden honest trade unions performing legitimate and reasonable functions. It can be of comfort only to those who seek to cripple the labor movement.

#### Codes of Ethical Practices

The Committee chose to kill Title V of S. 1555, designed to encourage unions and employer associations to subscribe to codes of ethical practices. It thus discourages the voluntary self-policing efforts of the labor movement to rid its ranks of crooks and gangsters.

Virtually alone, without support from Congress, and often in the face of scorn from other quarters, the labor movement has endeavored to develop its own principles and procedures for dealing with corruption and unethical practices within its own ranks. Certainly such efforts deserve support. Certainly it would serve the public interest to encourage employer associations to take similar action, for unethical conduct, to say the very least, has pervaded the ranks of employers to an unsavory degree.

Such voluntary efforts cannot entirely eliminate the need for Federal legislation, as the AFL-CIO has repeatedly stated. But they can, if successful, considerably reduce the need for such legislation. Certainly recognition of the merit of voluntary efforts is in the national interest. The only purpose served by the Committee's destruction of this concept is to conceal the fact that employer associations have refused or failed or been unable to engage in any similar self-policing activities; or, in fact, in any method for putting their own house in order.

The elimination of the tri-partite advisory committee to the Secretary of Labor charged with administering the act is certainly ill-advised.

The International Teamster

## State of the Union

### You May Merit A Tax Refund

Union members who have paid income tax on strike benefit payments should file claims for refunds, the St. Louis Director of Internal Revenue notified Joint Council 13 last month.

The letter, printed below, set forth the suggestions of the Internal Revenue Service and presumably is applicable to all taxpayers.

It points out that the statute of limitations on such claims is three years from the time the return was filed, or two years from the time tax was paid, whichever is later, and urges those who have received a notice of the disallowance of claims for refund should request the Internal Revenue Service to enter into agreements to extend the period for filing suit in the courts. The letter follows:

(Continued)

The United States Court of Appeals, Seventh Circuit recently decided, in the case of *Allen Kahn vs. United States*, that strike benefit payments are not taxable income.

Although the decision has been appealed by the Government, we would like to assure that you advise your members who paid income tax on such payments to file claims for refunds prior to the expiration of the Statute of Limitations which is generally three years from the time the return was filed or two years from the time the tax was paid, whichever of such periods expires the later.

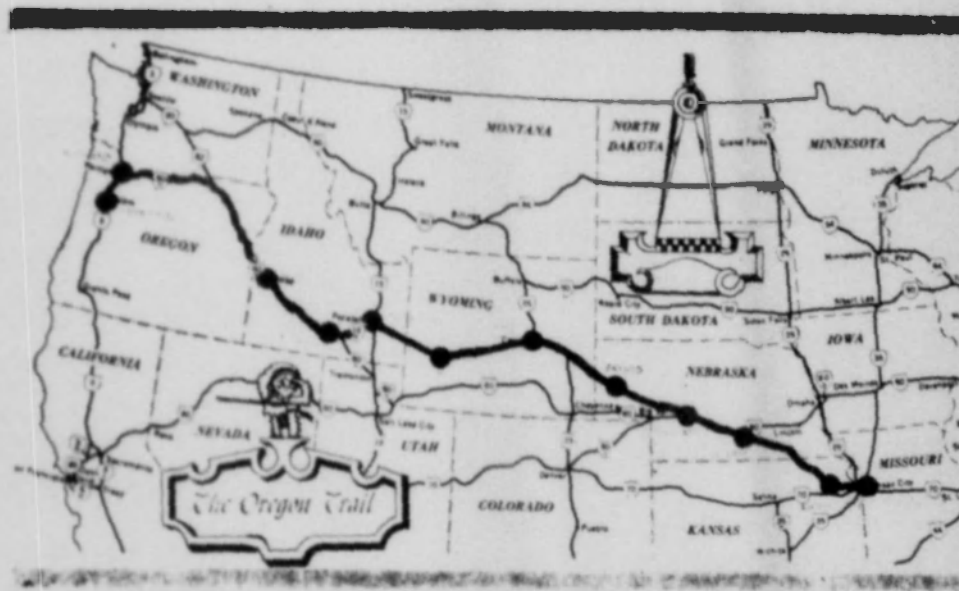
Some of your members may have been notified of the disallowance of claims for refund filed by them on the ground that strike benefit payments should not have been included in taxable income. It is suggested that you advise them to request the Internal Revenue Service to enter into agreements to extend the period for filing suit in the courts. The Internal Revenue Code provides that in the absence of such an agreement a taxpayer who has received a registered notice of the disallowance of the claim or who has signed a waiver of such registered notice, must file suit within two years from the date of the registered notice.

We are making the above suggestions since we do not have a separate list of the persons whose returns or claims were disallowed by reason of strike benefit payments. Your cooperation in the matter will enable the interested members to properly protect their interests.

For the District Director of  
Internal Revenue

By: Chas. O. Hermann  
Chief, Audit Division

June, 1959



### Re-Blazing the Oregon Trail

SOMEWHERE out West a band of bearded men and their calico-clad ladyfolk are pushing toward Oregon in a caravan of seven covered wagons. Some time before August 15 the modern-day pioneers hope to pull into Independence, Oregon, a town of 2,500 persons just south of Salem.

Purpose of the trip is to publicize Oregon's celebration of its 100th year as a state. The covered wagons are traveling the westward route that achieved fame in the mid-nineteenth century as the Oregon Trail.

Oregon men making the trip grew beards for the stunt and their ladies dressed in flowing calicoes and dark shawls characteristic of the early days.

As the map above shows, the Oregon Trail today overlaps some of the West's chief highways. Many times every day a Teamster steers his big modern rig over the same route the westward-bound pioneers traveled a century ago.

Trappers and fur traders blazed the route which became the Oregon Trail. The last stage of the trail was opened in 1840.

The covered wagons presently making the journey were moved by truck from Oregon to Independence, Mo., where the trek started.

### 'Moonlighters' Decrease, Strauss Reports

Secretary of Commerce Lewis Strauss reported a 500,000 decrease in the number of "moonlighters" last month, ending a ten-year trend that saw an annual increase in the number of people holding two jobs.

Teamster officials immediately pointed out that the reduction in "moonlighting" was not a cause for celebration, but rather that reverse trend was created because there were fewer jobs in 1958, a year of mass unemployment.

Teamster General President James R. Hoffa has refused to accept without question the proposal of many labor leaders that a four-day week would remedy the unemployment situation. He contends that a four-day week would only lead to more "moonlight-

ing." An expanding economy and increased wages are his recommendations to correct "moonlighting."

"Moonlighters" are generally people who have full-time jobs during the regular work-day, but have part-time jobs in the evening or during the weekend. This is necessary for many because of inadequate wages.

Meanwhile, the University of California's Heller Committee for Research in Social Economics reported that during the past three years the average factory production worker has failed to secure an income that would enable him to maintain his family on "the commonly accepted standards of living." He has actually fallen behind, the committee concluded.



## Facts Misrepresented

## Negro Members Protest 'Bias' Charge

THE union hunting McClellan Committee, headed up by that "Great Supporter" of Civil Rights, John McClellan, which has a hypocritical concern for the working man while denigrating huge portions of strike-breaking proposals to the Congress, "bled" profusely over a half dozen pages of privileged testimony this month about the way Negro workers were treated by the Teamsters' Union.

The phony indignation of the "McClellan Players" was warmly received by grinding television cameras focused on Ross Hill, a former Teamster member.

Hill, a Negro, was an owner-operator in Detroit in 1950. He told the Committee that shortly after he purchased a truck the company he transported for went out of business. Later, Hill testified, he went broke, charging that his misfortune was brought about by the segregation policy of Local 299 and President Hoffa.

Hill also told the Committee that he was positive that there were only five or six Negro members in Local 299.

## 150 Offer True Story

Almost before the words were out of McClellan's "friendly" witness' mouth, over 150 Negro members of Local 299 offered the Committee the true story, McClellan, not to be swayed by the facts, refused to permit the voice of Local 299's rank-and-file members to reach the record. Here's what they said to McClellan in a telegram:

"This is to inform you that we, the members of Local 299, are making a formal protest against the accusations brought in front of your Committee in regard to our local president, Mr. James R. Hoffa. We are Negroes and have been members for a number of years of Local 299. We have never been discriminated against. We have never known Mr. Hoffa to discriminate against our brother members.

"We would like for you to make this telegram known to the public for our record."

The telegram was signed by H. Patrick, Good Year Rubber Company; Loren Bauer, Penn Dixie Cement Corp.; T. L. Edwards, Detroit Harbor Terminal; B. Stephens, Lakeshore

Warehouse; and 150 more Negro members of Local 299.

Another communication that received the hush off from the "good" Senator, was one from Larry Campbell, a Negro business representative for Local 299.

## False Accusation

In his telegram to McClellan, Campbell took sharp issue with what he termed "false accusations and implications against James R. Hoffa." He told the Committee that "since it has become a forum for such false accusations and implications, I am putting you on notice so that you can set the public record and the Committee's record straight. These implications and accusations regarding discrimination against Negroes by Mr. Hoffa and Lo-

cal 299 are false. Please be advised that I know they are not true because

I am a Negro member of Local 299 — and also very proud to inform you that I am also a business representative for Local 299."

Campbell also pointed out that there are hundreds of Negro members in Local 299 and at least four other Negroes who are Teamster officials within Joint Council 43.

He said that the stories told to the McClellan Committee were told by



Larry Campbell

Hoffa Calls for  
"No Discrimination"

General President James R. Hoffa, in a letter to all local unions, has urged the practice of "non-discrimination because of race, color, or creed" throughout the International Union.

He said this policy was reaffirmed at the February meeting of the General Executive Board. "However, to simply reaffirm this policy means nothing unless we are prepared to take positive action."

He specifically urged each local union "to assist in obtaining employment for everyone, regardless of race, color or creed."

## Equal Opportunity

"As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets," he declared.

President Hoffa asserted that the Teamster policy of non-discrimination "is based not only upon our (union) Constitution, but also upon the traditional belief of the labor movement in the brotherhood of man."

"As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen."

"On behalf of the General Executive Board, I urge each and every local union to take positive action in this regard."

President Hoffa cited the Teamster Constitution (Section 2, Article II) which declares: "Any person of good moral character, employed in the craft or the various employments over which this International Union has jurisdiction, shall be eligible to membership in this organization."

He wrote that "the General Executive Board asks your full support in enforcing our non discrimination policy."

In one of his first acts as General President, James R. Hoffa made clear the Teamsters' Union policy against discrimination. Here, reprinted from the May, 1958, issue of the Teamster, is the story as it actually appeared.



Paradoxically, the same week in which Senator McClellan was attempting to extend the anti-trust act to labor in transportation, the Civil Aeronautics Board was amending the act to exempt many costly features of air travel, the action would not be deemed a violation of the anti-trust act. Indeed, in the field of transportation that Congress has most frequently granted employers exemption from the anti-trust laws: for example, the organization of steamship conferences to set freight rates and the encouragement of railroads to seek mergers. At the very moment that every attempt is being made to take management out from under the irrationality of anti-trust legislation, a drive is on to abolish collective bargaining under the guise of extending the anti-monopoly laws to unions who want no more than to continue to set wages in the same way that ship operators set freight rates.

THE PASSAGE of the Sherman Act was aimed at giant monopolies. It was most effective against trade unions. In the famous Danbury Hatters case, a suit was brought against the union by the Loewe Company for monopolistic practices, e.g., trying to persuade consumers not to purchase the product of the struck manufacturer. The suit against the union was successful and many workers lost their homes to pay off judgment.

In 1914, the Clayton Act attempted to take labor out from under the anti-trust legislation by stating that human labor was not to be considered a commodity. The law could not suspend economics. Labor remained a commodity — but, presumably, a privileged one granted immunization from the anti-trust laws.

The courts, by interpretation, emasculated the act. In 1922, the United Mine Workers struck the Coronado Coal Company. The company sued under the anti-trust laws, alleging that the union's activity interfered with the movement of interstate commerce. (What other purpose could a striking union have but to interrupt the flow of commerce from the struck enterprise?) The court first ruled that the strike constituted only an indirect interference with commerce. However, in a second action, the company managed to persuade a disgruntled former officer of the union to testify that the main

purpose of the strike was to keep Coronado's production out of the "free flow of commerce" until the company's workers could be organized. Now the court saw a distinction where it saw none before and ruled the union's activity illegal.

Senator Willis Robertson of Virginia, who has joined Senator McClellan's crusade with enthusiasm, revives an old report prepared on this subject by Gustav Peck. What the Senator has in mind is spelled out in the report:

The standards now well recognized by industry and the courts with respect to restrictive practices are capable of providing fully developed criteria of difference between those labor practices which are a part of the bargaining process of industrial relations and those which overreach these limits and aim at the market.

What economic results of collective bargaining do not reach over into the market?

The Coronado case and the recent conspiracy case against the electrical manufacturers reveal how irrational and hazy these criteria are. The extension of the anti-monopoly laws to labor is an invitation to the restoration of judge-made law in the field of labor relations.

It was abuses of precisely this sort that led to the passage of the Norris-

LaGuardia Act, restricting the use of the injunction in labor disputes.

To be sure, unions are not angels. A New York local of the International Brotherhood of Electrical Workers attempted to restrict all construction work to electrical fixtures made by their own local membership. Fixtures made by other locals of their own international were barred. This arrangement constituted part of their agreement with the employers. It was ruled illegal in *Allen vs. Bradley* — but only because the employer was a party to the agreement. Quite clearly, it would be an intolerable abuse of collective-bargaining power if the union should now attempt to reinstitute the arrangement — this time leaving the employer out of the agreement to make it legal. But to use this possibility as a justification for placing the unions under the anti-trust laws would be to throw the baby out with the bath.

The real purpose of extending the anti-monopoly law to cover unions is to outlaw collective bargaining. Congressman Martin has been quite open in disclosing his motives. And McClellan's objectives in confining the anti-trust prohibition to transportation probably has more to do with the way states like Arkansas hope to attract industry than with any real problem of labor monopoly.

### Hoffa Lawyers Find Strategy Room Bugged

Attorneys for Teamster General President James R. Hoffa, late last month, found an electronic transmitting device in their Orlando, Florida, hotel room where they were discussing an indictment against Hoffa.

The small bugging device was found hooked to the leg of a bedside table by lawyers James E. Haggerty and William E. Bufalino. It was discovered when Haggerty leaned over to pick up a piece of paper during a discussion of their defense of the Teamster President.

It was thought the eavesdropping device was a bomb. Police and the Orlando fire department evacuated the eight-story San Juan hotel.

Fire fighters used a mattress as a shield and cut the listening device from the table. It was described as a rectangular box, operated by four batteries, and capable of transmitting a distance of over three-hundred feet. It is an ideal device for anyone in nearby rooms wanting to know the strategy of defense attorneys.

Haggerty stated that "we had an important strategy meeting of attorneys discussing the case in this room several nights before."

The court case involves a second indictment brought by Attorney General Robert Kennedy against Hoffa on a mail fraud count. The first indictment was quashed by the judge. Kennedy then re-indicted Hoffa, adding charges in an attempt to make the second indictment stick.

International Brotherhood of Teamsters  
General Executive Board

## Resolution on Randolph Censure

**T**HE General Executive Board of the International Brotherhood of Teamsters deplores the resolution adopted by the recent meeting of the Executive Council of the AFL-CIO which censured A. Philip Randolph and charged him with bearing the "major" responsibility for the "gap that has developed between organized labor and the Negro community."

This motion of censure is a gross injustice to a labor leader who has done more than anyone else in the labor movement to maintain its integrity and unity in the fight for the complete integration of Negro and white workers in the house of labor, who has struggled tirelessly, courageously and consistently for this goal.

This injustice is particularly shocking in view of the fact that no measure of equal force has ever been adopted by the AFL-CIO Executive Council against any leaders of AFL-CIO affiliates which continue to maintain Jim Crowism in their organizations.

The International Brotherhood of Teamsters recognizes that the American labor movement has made greater advances in organizing and in improving the living standards of Negroes than any other voluntary, public organization or institution in this country.

The International Brotherhood of Teamsters together with many others who also champion both the labor movement and civil rights, categorically rejects the charges leveled against that distinguished advocate of trade unionism and human brotherhood, A. Philip Randolph.

*James R. Hoffa      John F. English*

INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
CHAUFFEURS · WAREHOUSEMEN & HELPERS  
OF AMERICA

MAIN AND PRINCIPAL OFFICE: 2601 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF  
• JAMES R. HOFFA •  
GENERAL PRESIDENT  
26 LOUISIANA AVE. N.W.  
WASHINGTON 1, D. C.

April 16, 1958



TO ALL LOCAL UNIONS, JOINT COUNCILS,  
AREA CONFERENCES AND GENERAL ORGANIZERS

LEADERSHIP  
*Non-Discrimination*

Dear Sir and Brother:

As you know, the Teamsters International Union has a policy of non-discrimination because of race, color, or creed. This is based not only upon our Constitution, but also upon the traditional belief of the labor movement in the brotherhood of men.

At the February meeting of the General Executive Board in Miami, this policy was reaffirmed. However, to simply reaffirm this policy means nothing unless we are prepared to take positive action.

As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen.

Our International Constitution (Section 2, Article II) states:

"Any person of good moral character, employed in the craft or the various employments over which this International Union has jurisdiction, shall be eligible to membership in this organization."

On behalf of the General Executive Board, I urge each and every local union to take positive action in this regard. Not only should we accept for membership all persons who are eligible, each local should also assist in obtaining employment for everyone, regardless of race, creed, or color.

As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets. The General Executive Board asks your full support in enforcing our non-discrimination policy.

Fraternally yours,

*James R. Hoffa*  
James R. Hoffa  
General President



INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
CHAUFFEURS · WAREHOUSEMEN & HELPERS  
OF AMERICA

MAIN AND PRINCIPAL OFFICE 2451 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF  
• JAMES R. HOFFA •  
GENERAL PRESIDENT  
25 LOUISIANA AVE., N.W.  
WASHINGTON 1, D. C.



April 16, 1958

TO ALL LOCAL UNIONS, JOINT COUNCILS,  
AREA CONFERENCES AND GENERAL ORGANIZERS

Dear Sir and Brother:

As you know, the Teamsters International Union has a policy of non-discrimination because of race, color, or creed. This is based not only upon our Constitution, but also upon the traditional belief of the labor movement in the brotherhood of man.

At the February meeting of the General Executive Board in Miami, this policy was reaffirmed. However, to simply reaffirm this policy means nothing unless we are prepared to take positive action.

As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen.

Our International Constitution (Section 2, Article II) states:

"Any person of good moral character, employed in the craft or the various employments over which this International Union has jurisdiction, shall be eligible to membership in this organization."

On behalf of the General Executive Board, I urge each and every local union to take positive action in this regard. Not only should we accept for membership all persons who are eligible, each local should also assist in obtaining employment for everyone, regardless of race, creed, or color.

As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets. The General Executive Board asks your full support in enforcing our non-discrimination policy.

Fraternalty yours,

*James R. Hoffa*  
James R. Hoffa  
General President



HEADQUARTERS

Policy

# Inter-Office Communication

From the Office of the General President

Date 4/1/58

To Mr. Chaylts

Subject Noe-discrimiatory Policy

Where is the draft of letter on the matter of our noe-discrimiatory policy?

H. J. Gibbons,  
Executive Assistant to the  
General President

HJG/yk

HEADQUARTERS

Non-Discrimination

Press Intelligence, Inc.  
WASHINGTON 1, D. C.

LOS ANGELES (Calif.)  
TIMES

Circ.: no. 464,453  
S. 841,853

Front Page Edit Page Other Page

Date: OCT 4 1960

## Hoffa, State Teamsters Accused of Race Bias

Pullman Porters Chief Calls Southland  
'One of Worst Spots' for Discrimination

BY HOWARD KENNEDY, Times Labor Editor

James R. Hoffa and his Teamsters-Union have been accused of race bias when it comes to re-employment of Negroes in employment opportunities, a prominent Negro labor leader declared here yesterday.

A. Philip Randolph, president of the Brotherhood of Sleeping Car Porters and a member of the national executive board of the NAACP, accused the Teamsters chief of "giving merely lip service to job equality" while continuing to bar Negroes from membership in his giant independent union.

Assured on Bias

In Los Angeles to address a two-day labor human rights symposium, Randolph declared that Teamster interference with equal job rights for Negroes as truck drivers and warehousemen in Southern California makes this area "one of the worst spots in the United States for racial discrimination by unions."

Randolph and two Los Angeles Negro leaders conferred with Hoffa in Florida early this year and were assured by the Teamster leader that his union would not discriminate against the employment of Negroes within its jurisdiction.

"They soon found out that Mr. Hoffa's words were just talk," Randolph added.

"They returned to Los Angeles to find that Teamsters locals in Southern California were preventing a retraining company from hiring Negroes. It is one of the worst situations in the whole country."

Went to Jeta Mergar

Randolph, who is a member of the AFL-CIO executive council, said his 10,000-member union will have to do with Hoffa's plans for merging all transport unions into a super-union controlling all land, sea-air freight and passenger movements.

He said he will continue to work through the AFL-CIO to obtain elimination of racial discrimination clauses in the union constitutions of the Brotherhood of Railroad Trainmen, Brotherhood of Locomotive Engineers and Firemen and the Air Line Pilots Association.